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Culture, Tourism and the Centre for Education Statistics

# Salaries and salary scales of full-time teaching staff at Canadian universities, 2003-2004: Final report

by Institutional Surveys Section

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Culture, Tourism and the Centre for Education Statistics
Research papers

# Salaries and salary scales of full-time teaching staff at Canadian universities, 2003-2004: Final report

**Institutional Surveys Section**
*Statistics Canada*

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# Background

The data in this report are drawn from the *University and College Academic Staff Survey (UCASS)*. Conducted since 1946, UCASS presents a national picture of the socio-economic characteristics of full-time university teachers in degree-granting institutions. The survey is conducted annually, with a reference date of October 1. Therefore, the data collected through this survey present a snapshot of full-time teaching staff as of that date.

This report presents information on the salaries of full-time teaching staff at those institutions that have more than 100 staff, along with information on their salary scales for the 2003-2004 academic year.

It should be noted that many factors can influence salaries, including qualifications and number of years teaching. As well, some universities impose a maximum to the salary range for each rank while others have an open-ended scale.

## A note on confidentiality

The University and College Academic Staff Survey is conducted under the *Statistics Act*. To release data at the institutional level, institutions must authorize Statistics Canada to release their information. Furthermore, to ensure the confidentiality of individuals, Statistics Canada will not release data at the institutional level for any institution with fewer than 100 full-time teaching staff. For larger institutions, information is processed in such a way that results are not shown where there are too few individuals.

## Salaries of full-time teaching staff at Canadian universities and colleges

The following tables present, for each of the universities listed below, the number of full-time teaching staff, along with their average and median salaries.

In addition, as a measure of distribution, the salary at the 10th and 90th percentile is given. In other words, the teaching staff is ranked by salary from lowest to highest and divided into ten even groups; the values presented in the table are the cutoff points for the lowest and highest 10% of the distribution.

## Target population

The target population of this survey is full-time teaching staff in degree-granting institutions who have a teaching assignment and are under contract for twelve months or more. Administrative and support staff are excluded, as are staff solely engaged in research. Teaching and research assistants are also excluded.

The salary represents the reported annual rate of pay plus administrative stipends, if any, for all reported faculty members, including those on sabbatical leave.

## Notes on terms used in the tables

In the following tables, the column labelled *Numbers* refers to the number of teachers included in the salary calculations, that is, the average, the median and the 10th and 90th percentiles.

The column labelled *Excluded* shows the number of teachers at the institution who are excluded from the salary calculations. This group consists of:

- deans and directors who have significant administrative responsibilities
- staff not paid according to regular salary scales
- staff on leave of absence
- visiting professors

Note that while deans and directors equivalent to deans are not counted in the salary calculations for specific ranks, they are included in the category *All ranks combined*, and in the breakdown of this comprehensive category by gender.

The sum of the two columns *Numbers* and *Excluded* yields the total number of teachers by rank at the institution.

Full professors and associate professors are subdivided into those *with* and *without senior administrative duties*. Assistant deans, associate deans, vice-deans, directors not equivalent to deans, department heads and chairpersons are classified as *with senior administrative duties*. Persons in these posts are included in the salary calculations.

The category *rank below assistants* refers to lecturers. The category *rank below preceding* covers teachers below the rank of lecturer (instructors). *Other* refers to ungraded staff.

## Salary scales for university teachers

The final table in this report presents 2003-2004 salary scales for full-time university teachers. Note that the institutions included in this table are not a subset of the institutions covered in the salary tables.

Most universities for which information is included here reported their salary scales as final.

# Universities included in the following tables:

Memorial University of Newfoundland
University of Prince Edward Island
Acadia University
Dalhousie University
Université Sainte-Anne – Collège de l'Acadie
Saint Mary's University
St. Francis Xavier University
University College of Cape Breton
Nova Scotia College of Art and Design
Mount Saint Vincent University
Mount Allison University
University of New Brunswick
Université de Moncton
St.Thomas University
Université de Montréal
École polytechnique
École des Hautes Études Commerciales
Université du Québec à Chicoutimi
Université du Québec à Montréal
Université du Québec à Trois-Rivières
Université du Québec à Rimouski
École de technologie supérieure
Institut national de la recherche scientifique
Université de Sherbrooke
Bishop's University
McGill University
Université Laval
Concordia University
Brock University
Carleton University
Lakehead University
University of Guelph
Laurentian University
McMaster University
Université Saint-Paul
Queen's University
Trent University
University of Waterloo
University of Western Ontario
University of Windsor
University of Ottawa
University of Toronto
Huron University College
York University
Nipissing University
Royal Military College of Canada
Wilfrid Laurier University
Ryerson University
Brandon University
University of Manitoba
University of Winnipeg
University of Saskatchewan
University of Regina
Concordia University College of Alberta
University of Alberta
University of Calgary
University of Lethbridge
Augustana University College
University of British Columbia
University of Victoria
Simon Fraser University
University of Northern British Columbia
Trinity Western University


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## Salaries of Full-time Teaching Staff at Canadian Universities and Colleges

### 2003-2004

### Memorial University of Newfoundland

Including Medical/Dental

| | Numbers | Excluded | Average | Median | Percentile 10th | Percentile 90th |
|---|---|---|---|---|---|---|
| Full professors | 303 | 12 | 95,695 | 94,958 | 78,799 | 109,648 |
| With senior administrative duties | 45 | 7 | 97,146 | 96,989 | 80,784 | 115,883 |
| Without senior administrative duties | 258 | 5 | 95,442 | 94,958 | 78,799 | 109,648 |
| Associate professors | 320 | 10 | 78,529 | 77,111 | 67,047 | 90,551 |
| With senior administrative duties | 39 | 1 | 85,967 | 85,237 | 71,372 | 99,288 |
| Without senior administrative duties | 281 | 9 | 77,497 | 75,861 | 65,578 | 90,551 |
| Assistant professors | 186 | 6 | 62,186 | 62,640 | 53,826 | 72,923 |
| Rank below assistant | 9 | ... | 51,051 | x | x | x |
| Rank below preceding | ... | ... | ... | ... | ... | ... |
| Other teaching staff | 1 | ... | x | x | x | x |
| All ranks combined (including deans) | 827 | 28 | x | x | x | x |
| Male | 577 | 11 | x | x | x | x |
| Female | 250 | 9 | x | x | x | x |
| Visiting staff | ... | ... | ... | ... | ... | ... |

### 2003-2004

### Memorial University of Newfoundland

Excluding Medical/Dental

| | Numbers | Excluded | Average | Median | Percentile 10th | Percentile 90th |
|---|---|---|---|---|---|---|
| Full professors | 259 | 10 | 95,597 | 95,989 | 80,268 | 109,310 |
| With senior administrative duties | 35 | 6 | 97,448 | 96,989 | 80,784 | 113,976 |
| Without senior administrative duties | 224 | 4 | 95,308 | 94,958 | 79,387 | 106,710 |
| Associate professors | 265 | 10 | 79,514 | 78,799 | 67,047 | 90,551 |
| With senior administrative duties | 32 | 1 | 87,522 | 85,768 | 71,528 | 100,732 |
| Without senior administrative duties | 233 | 9 | 78,414 | 77,330 | 67,047 | 90,551 |
| Assistant professors | 124 | 3 | 62,687 | 62,640 | 53,826 | 75,861 |
| Rank below assistant | 9 | ... | 51,051 | x | x | x |
| Rank below preceding | ... | ... | ... | ... | ... | ... |
| Other teaching staff | ... | ... | ... | ... | ... | ... |
| All ranks combined (including deans) | 664 | 16 | 82,694 | 83,206 | 61,171 | 103,772 |
| Male | 471 | 9 | 86,041 | 86,144 | 64,109 | 105,241 |
| Female | 193 | 7 | 74,526 | 72,923 | 55,295 | 93,882 |
| Visiting staff | ... | ... | ... | ... | ... | ... |

... Not applicable.

x Suppressed to meet the confidentiality requirements of the *Statistics Act*.

## Salaries of Full-time Teaching Staff at Canadian Universities and Colleges

### 2003-2004

### University of Prince Edward Island

| | Numbers | Excluded | Average | Median | Percentile 10th | Percentile 90th |
|---|---|---|---|---|---|---|
| Full professors | 46 | 3 | 85,397 | 84,821 | 68,801 | 104,612 |
| With senior administrative duties | 14 | 3 | 90,356 | 91,473 | 68,642 | 108,142 |
| Without senior administrative duties | 34 | ... | 83,355 | 84,821 | 68,329 | 98,218 |
| Associate professors | 81 | 4 | 72,703 | 72,617 | 57,030 | 89,287 |
| With senior administrative duties | 11 | 4 | 70,204 | 66,698 | 55,057 | 81,794 |
| Without senior administrative duties | 70 | ... | 73,096 | 73,111 | 58,806 | 89,408 |
| Assistant professors | 67 | ... | 59,295 | 58,439 | 48,574 | 78,131 |
| Rank below assistant | 5 | ... | x | x | x | x |
| Rank below preceding | ... | ... | ... | ... | ... | ... |
| Other teaching staff | ... | ... | ... | ... | ... | ... |
| All ranks combined (including deans) | 208 | ... | 71,071 | 70,609 | 52,065 | 90,329 |
| Male | 134 | ... | 73,109 | 72,800 | 52,520 | 92,734 |
| Female | 74 | ... | 67,381 | 61,583 | 48,574 | 87,854 |
| Visiting staff | ... | ... | ... | ... | ... | ... |

### 2003-2004

### Acadia University

| | Numbers | Excluded | Average | Median | Percentile 10th | Percentile 90th |
|---|---|---|---|---|---|---|
| Full professors | 51 | 5 | 92,438 | 93,289 | 77,868 | 102,643 |
| With senior administrative duties | 18 | 4 | 93,379 | 93,184 | 78,058 | 103,620 |
| Without senior administrative duties | 33 | 1 | 91,925 | 94,263 | 74,603 | 101,743 |
| Associate professors | 65 | 3 | 68,799 | 67,243 | 59,853 | 78,367 |
| With senior administrative duties | 5 | ... | x | x | x | x |
| Without senior administrative duties | 60 | 3 | x | x | x | x |
| Assistant professors | 65 | ... | 55,415 | 55,316 | 48,815 | 62,473 |
| Rank below assistant | 16 | ... | 46,684 | 48,961 | 42,397 | 48,961 |
| Rank below preceding | ... | ... | ... | ... | ... | ... |
| Other teaching staff | ... | ... | ... | ... | ... | ... |
| All ranks combined (including deans) | 201 | 4 | 69,470 | 63,543 | 48,961 | 97,818 |
| Male | 142 | 3 | 71,938 | 66,312 | 50,486 | 99,094 |
| Female | 59 | 1 | 63,531 | 61,698 | 46,911 | 81,254 |
| Visiting staff | ... | ... | ... | ... | ... | ... |

... Not applicable.
x Suppressed to meet the confidentiality requirements of the *Statistics Act*.


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## Salaries of Full-time Teaching Staff at Canadian Universities and Colleges

### 2003-2004

### Dalhousie University

Including Medical/Dental

| | Numbers | Excluded | Average | Median | Percentile 10th | Percentile 90th |
|---|---|---|---|---|---|---|
| Full professors | 351 | 14 | 103,766 | 103,204 | 84,960 | 124,048 |
| With senior administrative duties | 55 | 11 | 116,328 | 111,700 | 89,916 | 144,202 |
| Without senior administrative duties | 306 | 3 | 101,508 | 100,784 | 84,135 | 120,974 |
| Associate professors | 280 | 7 | 85,015 | 86,056 | 68,400 | 100,000 |
| With senior administrative duties | 29 | 4 | 94,724 | 92,976 | 66,450 | 114,213 |
| Without senior administrative duties | 251 | 3 | 83,894 | 84,624 | 68,562 | 97,459 |
| Assistant professors | 273 | 2 | 68,859 | 68,070 | 53,068 | 86,042 |
| Rank below assistant | 39 | ... | 64,997 | 59,289 | 51,108 | 76,634 |
| Rank below preceding | 26 | ... | 62,871 | 69,810 | 43,398 | 69,810 |
| Other teaching staff | 1 | ... | x | x | x | x |
| All ranks combined (including deans) | 996 | 7 | x | x | x | x |
| Male | 675 | 4 | x | x | x | x |
| Female | 321 | 3 | x | x | x | x |
| Visiting staff | ... | ... | ... | ... | ... | ... |

### 2003-2004

### Dalhousie University

Excluding Medical/Dental

| | Numbers | Excluded | Average | Median | Percentile 10th | Percentile 90th |
|---|---|---|---|---|---|---|
| Full professors | 244 | 12 | 102,409 | 103,900 | 84,131 | 120,486 |
| With senior administrative duties | 36 | 9 | 105,930 | 105,386 | 88,566 | 123,745 |
| Without senior administrative duties | 208 | 3 | 101,800 | 102,958 | 83,206 | 120,292 |
| Associate professors | 184 | 6 | 83,009 | 83,909 | 68,187 | 96,290 |
| With senior administrative duties | 24 | 4 | 87,864 | 87,794 | 65,951 | 103,220 |
| Without senior administrative duties | 160 | 2 | 82,281 | 82,898 | 68,513 | 94,728 |
| Assistant professors | 176 | 2 | 65,944 | 67,901 | 53,934 | 74,121 |
| Rank below assistant | 30 | ... | 60,793 | 59,272 | 51,170 | 67,481 |
| Rank below preceding | 23 | ... | x | x | x | x |
| Other teaching staff | 1 | ... | x | x | x | x |
| All ranks combined (including deans) | 672 | 6 | 84,698 | 83,358 | 59,367 | 110,644 |
| Male | 441 | 4 | 90,172 | 91,737 | 66,102 | 116,803 |
| Female | 231 | 2 | 74,248 | 69,810 | 55,882 | 96,120 |
| Visiting staff | ... | ... | ... | ... | ... | ... |

... Not applicable.
x Suppressed to meet the confidentiality requirements of the *Statistics Act*.

## Salaries of Full-time Teaching Staff at Canadian Universities and Colleges
## 2003-2004
## Mount Saint Vincent University

| | Numbers | Excluded | Average | Median | Percentile 10th | Percentile 90th |
|---|---|---|---|---|---|---|
| Full professors | 33 | 3 | 91,852 | 96,075 | 81,463 | 96,701 |
| With senior administrative duties | 6 | 2 | 94,536 | x | x | x |
| Without senior administrative duties | 27 | 1 | 91,255 | 92,374 | 81,999 | 96,701 |
| Associate professors | 68 | 3 | 76,274 | 79,311 | 66,364 | 80,595 |
| With senior administrative duties | 12 | ... | 76,690 | 77,460 | 66,493 | 82,285 |
| Without senior administrative duties | 56 | 3 | 76,185 | 79,824 | 66,112 | 80,545 |
| Assistant professors | 27 | 5 | 56,712 | 55,589 | 50,476 | 60,902 |
| Rank below assistant | ... | ... | ... | ... | ... | ... |
| Rank below preceding | ... | ... | ... | ... | ... | ... |
| Other teaching staff | ... | ... | ... | ... | ... | ... |
| All ranks combined (including deans) | 131 | 8 | 76,744 | 80,525 | 55,157 | 96,701 |
| Male | 53 | 1 | 80,410 | 80,545 | 57,253 | 96,701 |
| Female | 78 | 7 | 74,253 | 77,637 | 53,951 | 95,894 |
| Visiting staff | ... | ... | ... | ... | ... | ... |

## 2003-2004
## St. Francis Xavier University

| | Numbers | Excluded | Average | Median | Percentile 10th | Percentile 90th |
|---|---|---|---|---|---|---|
| Full professors | 70 | 5 | 90,429 | 90,624 | 77,218 | 99,900 |
| With senior administrative duties | 13 | 2 | 91,498 | 93,042 | 76,111 | 100,577 |
| Without senior administrative duties | 57 | 3 | 90,185 | 88,470 | 77,394 | 99,900 |
| Associate professors | 69 | 3 | 69,579 | 69,130 | 61,087 | 81,192 |
| With senior administrative duties | 12 | ... | 73,360 | 71,141 | 65,737 | 81,043 |
| Without senior administrative duties | 57 | 3 | 68,783 | 67,372 | 60,340 | 80,207 |
| Assistant professors | 67 | 4 | 58,418 | 58,406 | 51,021 | 63,985 |
| Rank below assistant | 5 | ... | x | x | x | x |
| Rank below preceding | ... | ... | ... | ... | ... | ... |
| Other teaching staff | 22 | ... | 53,415 | 55,250 | 38,338 | 58,700 |
| All ranks combined (including deans) | 235 | 10 | x | x | x | x |
| Male | 138 | 5 | x | x | x | x |
| Female | 97 | 5 | x | x | x | x |
| Visiting staff | ... | ... | ... | ... | ... | ... |

... Not applicable.
x Suppressed to meet the confidentiality requirements of the *Statistics Act*.

## Salaries of Full-time Teaching Staff at Canadian Universities and Colleges

2003-2004

### Saint Mary's University

| | Numbers | Excluded | Average | Median | Percentile | |
|---|---|---|---|---|---|---|
| | | | | | 10th | 90th |
| Full professors | 84 | 5 | 102,565 | 107,031 | 85,262 | 111,171 |
| With senior administrative duties | 14 | 3 | 99,971 | 99,949 | 80,227 | 114,666 |
| Without senior administrative duties | 70 | 2 | 103,083 | 107,031 | 86,217 | 110,649 |
| Associate professors | 81 | 2 | 78,435 | 79,637 | 62,283 | 94,959 |
| With senior administrative duties | 14 | ... | 77,559 | 72,827 | 62,738 | 90,632 |
| Without senior administrative duties | 67 | 2 | 78,618 | 81,347 | 61,931 | 95,230 |
| Assistant professors | 48 | 3 | 62,936 | 59,309 | 53,163 | 79,729 |
| Rank below assistant | 9 | ... | 57,759 | x | x | x |
| Rank below preceding | ... | ... | ... | ... | ... | ... |
| Other teaching staff | ... | ... | ... | ... | ... | ... |
| All ranks combined (including deans) | 225 | 7 | 83,802 | 85,059 | 57,261 | 107,721 |
| Male | 158 | 5 | 87,688 | 86,419 | 59,309 | 109,271 |
| Female | 67 | 2 | 74,639 | 69,211 | 55,212 | 105,822 |
| Visiting staff | ... | ... | ... | ... | ... | ... |

2003-2004

### University College of Cape Breton

| | Numbers | Excluded | Average | Median | Percentile | |
|---|---|---|---|---|---|---|
| | | | | | 10th | 90th |
| Full professors | 18 | 2 | 86,050 | 88,084 | 77,334 | 90,934 |
| With senior administrative duties | 3 | 1 | x | x | x | x |
| Without senior administrative duties | 15 | 1 | x | x | x | x |
| Associate professors | 41 | 2 | 68,682 | 70,601 | 58,701 | 74,001 |
| With senior administrative duties | 6 | 1 | 71,234 | x | x | x |
| Without senior administrative duties | 35 | 1 | 68,244 | 70,601 | 57,851 | 74,001 |
| Assistant professors | 40 | 1 | 52,271 | 54,025 | 46,025 | 56,925 |
| Rank below assistant | ... | ... | ... | ... | ... | ... |
| Rank below preceding | ... | ... | ... | ... | ... | ... |
| Other teaching staff | ... | ... | ... | ... | ... | ... |
| All ranks combined (including deans) | 101 | 3 | x | x | x | x |
| Male | 67 | 2 | x | x | x | x |
| Female | 34 | 1 | x | x | x | x |
| Visiting staff | ... | ... | ... | ... | ... | ... |

... Not applicable.
x Suppressed to meet the confidentiality requirements of the *Statistics Act*.

## Salaries of Full-time Teaching Staff at Canadian Universities and Colleges

### 2003-2004

### Mount Allison University

| | Numbers | Excluded | Average | Median | Percentile 10th | Percentile 90th |
|---|---|---|---|---|---|---|
| Full professors | 43 | 2 | 100,977 | 104,188 | 91,162 | 106,132 |
| With senior administrative duties | 11 | 2 | 102,774 | 106,132 | 92,523 | 106,132 |
| Without senior administrative duties | 32 | ... | 100,360 | 103,216 | 87,469 | 106,132 |
| Associate professors | 34 | 1 | 74,968 | 71,137 | 62,972 | 90,579 |
| With senior administrative duties | 6 | 1 | 77,941 | x | x | x |
| Without senior administrative duties | 28 | ... | 74,331 | 71,137 | 61,416 | 90,579 |
| Assistant professors | 47 | ... | 58,934 | 57,528 | 51,696 | 65,305 |
| Rank below assistant | 6 | ... | 52,990 | x | x | x |
| Rank below preceding | ... | ... | ... | ... | ... | ... |
| Other teaching staff | ... | ... | ... | ... | ... | ... |
| All ranks combined (including deans) | 133 | ... | 77,254 | 71,137 | 53,640 | 106,132 |
| Male | 90 | ... | 80,666 | 80,026 | 55,584 | 106,132 |
| Female | 43 | ... | 70,111 | 61,416 | 51,689 | 104,383 |
| Visiting staff | ... | ... | ... | ... | ... | ... |

### 2003-2004

### University of New Brunswick

| | Numbers | Excluded | Average | Median | Percentile 10th | Percentile 90th |
|---|---|---|---|---|---|---|
| Full professors | 259 | 15 | 101,345 | 101,178 | 86,467 | 113,357 |
| With senior administrative duties | 50 | 15 | 105,455 | 107,624 | 89,287 | 118,883 |
| Without senior administrative duties | 209 | ... | 100,361 | 99,966 | 85,744 | 113,357 |
| Associate professors | 134 | 4 | 79,604 | 78,337 | 67,155 | 92,777 |
| With senior administrative duties | 15 | 1 | 90,696 | 95,540 | 70,639 | 97,813 |
| Without senior administrative duties | 119 | 3 | 78,205 | 78,074 | 66,873 | 92,777 |
| Assistant professors | 111 | 5 | 64,780 | 64,542 | 56,658 | 72,530 |
| Rank below assistant | 20 | 1 | 60,527 | 60,108 | 52,720 | 66,816 |
| Rank below preceding | 53 | 1 | 62,049 | 55,592 | 47,216 | 91,726 |
| Other teaching staff | ... | ... | ... | ... | ... | ... |
| All ranks combined (including deans) | 593 | 10 | 85,213 | 86,476 | 58,757 | 113,357 |
| Male | 403 | 2 | 89,306 | 91,512 | 62,952 | 113,357 |
| Female | 190 | 8 | 76,532 | 73,810 | 52,951 | 102,012 |
| Visiting staff | ... | ... | ... | ... | ... | ... |

... Not applicable.
x Suppressed to meet the confidentiality requirements of the *Statistics Act*.

## Salaries of Full-time Teaching Staff at Canadian Universities and Colleges

### 2003-2004

### Université de Moncton

| | Numbers | Excluded | Average | Median | Percentile 10th | Percentile 90th |
|---|---|---|---|---|---|---|
| Full professors | 105 | 11 | 89,117 | 90,999 | 76,083 | 98,716 |
| With senior administrative duties | 11 | 10 | 93,334 | 95,999 | 79,618 | 98,678 |
| Without senior administrative duties | 94 | 1 | 88,624 | 88,701 | 75,898 | 98,716 |
| Associate professors | 94 | 2 | 72,036 | 72,569 | 62,376 | 80,377 |
| With senior administrative duties | 12 | 2 | 74,469 | 75,140 | 61,899 | 83,270 |
| Without senior administrative duties | 82 | ... | 71,680 | 71,608 | 62,333 | 79,984 |
| Assistant professors | 68 | 1 | 57,443 | 57,665 | 48,039 | 63,667 |
| Rank below assistant | 4 | ... | x | x | x | x |
| Rank below preceding | ... | ... | ... | ... | ... | ... |
| Other teaching staff | ... | ... | ... | ... | ... | ... |
| All ranks combined (including deans) | 283 | 2 | 75,395 | 75,759 | 55,085 | 97,538 |
| Male | 190 | 1 | 77,730 | 79,677 | 57,151 | 98,216 |
| Female | 93 | 1 | 70,624 | 69,869 | 53,398 | 90,597 |
| Visiting staff | ... | ... | ... | ... | ... | ... |

### 2003-2004

### École polytechnique

| | Numbers | Excluded | Average | Median | Percentile 10th | Percentile 90th |
|---|---|---|---|---|---|---|
| Full professors | 121 | ... | 105,695 | 109,636 | 96,035 | 110,260 |
| With senior administrative duties | 6 | ... | 119,997 | x | x | x |
| Without senior administrative duties | 115 | ... | 104,949 | 108,387 | 95,910 | 110,260 |
| Associate professors | 37 | ... | 91,775 | 91,205 | 85,377 | 98,973 |
| With senior administrative duties | 1 | ... | x | x | x | x |
| Without senior administrative duties | 36 | ... | x | x | x | x |
| Assistant professors | 42 | ... | 73,166 | 74,020 | 60,685 | 79,300 |
| Rank below assistant | 1 | ... | x | x | x | x |
| Rank below preceding | ... | ... | ... | ... | ... | ... |
| Other teaching staff | ... | ... | ... | ... | ... | ... |
| All ranks combined (including deans) | 201 | ... | 96,161 | 98,973 | 74,020 | 110,260 |
| Male | 183 | ... | 96,711 | 98,973 | 74,020 | 110,260 |
| Female | 18 | ... | 90,572 | 97,159 | 66,233 | 106,669 |
| Visiting staff | ... | ... | ... | ... | ... | ... |

... Not applicable.
x Suppressed to meet the confidentiality requirements of the *Statistics Act*.

## Salaries of Full-time Teaching Staff at Canadian Universities and Colleges

**2003-2004**

**McGill University**

Including Medical/Dental

| | Numbers | Excluded | Average | Median | Percentile 10th | Percentile 90th |
|---|---|---|---|---|---|---|
| **Full professors** | 569 | 10 | 112,084 | 108,545 | 86,817 | 144,453 |
| With senior administrative duties | 124 | 10 | 125,922 | 120,242 | 91,656 | 174,340 |
| Without senior administrative duties | 445 | ... | 108,228 | 106,631 | 85,647 | 135,916 |
| **Associate professors** | 527 | 2 | 86,909 | 86,268 | 69,935 | 105,453 |
| With senior administrative duties | 71 | 2 | 93,275 | 93,382 | 67,963 | 116,130 |
| Without senior administrative duties | 456 | ... | 85,917 | 85,342 | 69,994 | 103,789 |
| **Assistant professors** | 318 | ... | 72,976 | 70,000 | 58,000 | 88,593 |
| **Rank below assistant** | 91 | ... | 67,201 | 62,949 | 44,099 | 97,995 |
| **Rank below preceding** | ... | ... | ... | ... | ... | ... |
| **Other teaching staff** | 23 | ... | 61,519 | 57,196 | 46,874 | 69,021 |
| **All ranks combined (including deans)** | 1,540 | ... | x | x | x | x |
| Male | 1,130 | ... | x | x | x | x |
| Female | 410 | ... | x | x | x | x |
| **Visiting staff** | ... | ... | ... | ... | ... | ... |

**2003-2004**

**McGill University**

Excluding Medical/Dental

| | Numbers | Excluded | Average | Median | Percentile 10th | Percentile 90th |
|---|---|---|---|---|---|---|
| **Full professors** | 445 | 8 | 111,901 | 108,349 | 92,664 | 136,397 |
| With senior administrative duties | 80 | 8 | 125,296 | 120,242 | 99,521 | 152,372 |
| Without senior administrative duties | 365 | ... | 108,965 | 106,733 | 90,448 | 130,405 |
| **Associate professors** | 448 | 2 | 89,049 | 86,939 | 73,418 | 105,451 |
| With senior administrative duties | 52 | 2 | 99,547 | 96,547 | 83,415 | 116,069 |
| Without senior administrative duties | 396 | ... | 87,670 | 85,899 | 73,035 | 103,285 |
| **Assistant professors** | 295 | ... | 73,674 | 70,000 | 58,896 | 89,736 |
| **Rank below assistant** | 91 | ... | 67,201 | 62,949 | 44,099 | 97,995 |
| **Rank below preceding** | ... | ... | ... | ... | ... | ... |
| **Other teaching staff** | 23 | ... | 61,519 | 57,196 | 46,874 | 69,021 |
| **All ranks combined (including deans)** | 1,312 | ... | 91,868 | 89,378 | 61,895 | 123,462 |
| Male | 929 | ... | 95,618 | 94,417 | 65,000 | 126,420 |
| Female | 383 | ... | 82,771 | 80,580 | 57,000 | 111,824 |
| **Visiting staff** | ... | ... | ... | ... | ... | ... |

... Not applicable.
x Suppressed to meet the confidentiality requirements of the *Statistics Act*.



Catalogue no. 81-595-MIE2005031

## Salaries of Full-time Teaching Staff at Canadian Universities and Colleges

### 2003-2004

### Université de Montréal[1]

Including Medical/Dental

| | Numbers | Excluded | Average | Median | Percentile 10th | Percentile 90th |
|---|---|---|---|---|---|---|
| Full professors | 718 | 12 | 101,929 | 97,270 | 89,300 | 121,100 |
| With senior administrative duties | 112 | 12 | 108,711 | 107,270 | 91,545 | 126,960 |
| Without senior administrative duties | 606 | ... | 100,676 | 97,270 | 87,873 | 117,574 |
| Associate professors | 410 | ... | 82,193 | 82,195 | 71,438 | 92,372 |
| With senior administrative duties | 42 | ... | 87,426 | 85,428 | 73,185 | 102,368 |
| Without senior administrative duties | 368 | ... | 81,595 | 81,564 | 71,438 | 90,259 |
| Assistant professors | 294 | ... | 65,595 | 65,672 | 57,500 | 73,866 |
| Rank below assistant | 10 | ... | 53,036 | 50,700 | 44,128 | 59,000 |
| Rank below preceding | ... | ... | ... | ... | ... | ... |
| Other teaching staff | 7 | ... | 62,189 | x | x | x |
| All ranks combined (including deans) | 1,451 | ... | x | x | x | x |
| Male | 1,003 | ... | x | x | x | x |
| Female | 448 | ... | x | x | x | x |
| Visiting staff | ... | ... | ... | ... | ... | ... |

### 2003-2004

### Université de Montréal[1]

Excluding Medical/Dental

| | Numbers | Excluded | Average | Median | Percentile 10th | Percentile 90th |
|---|---|---|---|---|---|---|
| Full professors | 627 | 10 | 101,161 | 97,270 | 87,742 | 120,504 |
| With senior administrative duties | 98 | 10 | 106,982 | 105,853 | 89,817 | 125,516 |
| Without senior administrative duties | 529 | ... | 100,083 | 97,270 | 87,742 | 118,037 |
| Associate professors | 370 | ... | 81,194 | 81,109 | 71,438 | 90,000 |
| With senior administrative duties | 36 | ... | 87,089 | 85,428 | 72,888 | 103,482 |
| Without senior administrative duties | 334 | ... | 80,559 | 80,556 | 71,438 | 86,934 |
| Assistant professors | 271 | ... | 65,367 | 64,892 | 57,532 | 74,140 |
| Rank below assistant | 8 | ... | 53,040 | x | x | x |
| Rank below preceding | ... | ... | ... | ... | ... | ... |
| Other teaching staff | 7 | ... | 62,189 | x | x | x |
| All ranks combined (including deans) | 1,293 | ... | 87,610 | 86,402 | 63,832 | 109,950 |
| Male | 876 | ... | 90,486 | 92,174 | 66,444 | 112,507 |
| Female | 417 | ... | 81,569 | 79,960 | 60,236 | 99,470 |
| Visiting staff | ... | ... | ... | ... | ... | ... |

... Not applicable.
x Suppressed to meet the confidentiality requirements of the *Statistics Act*.
1. Salaries are not final.

## Salaries of Full-time Teaching Staff at Canadian Universities and Colleges

### 2003-2004

### École des Hautes Études Commerciales

| | Numbers | Excluded | Average | Median | Percentile 10th | Percentile 90th |
|---|---|---|---|---|---|---|
| Full professors | 68 | 1 | 115,857 | 118,135 | 97,347 | 130,038 |
| With senior administrative duties | 15 | 1 | 129,747 | 130,038 | 112,919 | 140,855 |
| Without senior administrative duties | 53 | ... | 111,926 | 112,974 | 96,339 | 121,705 |
| Associate professors | 82 | ... | 93,495 | 95,667 | 82,432 | 97,101 |
| With senior administrative duties | 7 | ... | 112,309 | x | x | x |
| Without senior administrative duties | 75 | ... | 91,739 | 94,253 | 81,823 | 97,101 |
| Assistant professors | 42 | ... | 73,613 | 73,575 | 69,530 | 79,028 |
| Rank below assistant | 4 | ... | x | x | x | x |
| Rank below preceding | ... | ... | ... | ... | ... | ... |
| Other teaching staff | ... | ... | ... | ... | ... | ... |
| All ranks combined (including deans) | 197 | ... | x | x | x | x |
| Male | 144 | ... | x | x | x | x |
| Female | 53 | ... | x | x | x | x |
| Visiting staff | ... | ... | ... | ... | ... | ... |

### 2003-2004

### Université du Québec à Chicoutimi

| | Numbers | Excluded | Average | Median | Percentile 10th | Percentile 90th |
|---|---|---|---|---|---|---|
| Full professors | 74 | 6 | 92,081 | 94,400 | 83,363 | 95,723 |
| With senior administrative duties | 9 | 6 | 93,290 | x | x | x |
| Without senior administrative duties | 65 | ... | 91,914 | 94,400 | 82,721 | 95,723 |
| Associate professors | 85 | 3 | 78,711 | 79,375 | 67,364 | 87,728 |
| With senior administrative duties | 16 | 3 | 81,074 | 80,607 | 70,209 | 87,059 |
| Without senior administrative duties | 69 | ... | 78,163 | 79,375 | 67,199 | 87,728 |
| Assistant professors | 42 | ... | 60,016 | 59,520 | 54,942 | 68,234 |
| Rank below assistant | ... | ... | ... | ... | ... | ... |
| Rank below preceding | ... | ... | ... | ... | ... | ... |
| Other teaching staff | ... | ... | ... | ... | ... | ... |
| All ranks combined (including deans) | 210 | ... | 80,412 | 82,985 | 59,520 | 95,723 |
| Male | 151 | ... | 82,818 | 85,998 | 58,009 | 95,723 |
| Female | 59 | ... | 74,257 | 71,025 | 59,520 | 87,851 |
| Visiting staff | ... | ... | ... | ... | ... | ... |

... Not applicable.
x Suppressed to meet the confidentiality requirements of the *Statistics Act*.



Catalogue no. 81-595-MIE2005031

## Salaries of Full-time Teaching Staff at Canadian Universities and Colleges

### 2003-2004

### Université du Québec en Outaouais

| | Numbers | Excluded | Average | Median | Percentile 10th | Percentile 90th |
|---|---|---|---|---|---|---|
| Full professors | 30 | ... | 99,079 | 100,395 | 84,814 | 105,395 |
| With senior administrative duties | 9 | ... | 98,469 | x | x | x |
| Without senior administrative duties | 21 | ... | 99,340 | 100,395 | 90,185 | 104,895 |
| Associate professors | 90 | ... | 83,401 | 85,602 | 72,683 | 90,414 |
| With senior administrative duties | 19 | ... | 81,364 | 80,653 | 70,928 | 89,891 |
| Without senior administrative duties | 71 | ... | 83,947 | 86,672 | 72,683 | 90,414 |
| Assistant professors | 27 | ... | x | x | x | x |
| Rank below assistant | ... | ... | ... | ... | ... | ... |
| Rank below preceding | ... | ... | ... | ... | ... | ... |
| Other teaching staff | 1 | ... | x | x | x | x |
| All ranks combined (including deans) | 148 | ... | 83,322 | 85,208 | 64,196 | 100,395 |
| Male | 95 | ... | 85,533 | 88,633 | 65,192 | 100,395 |
| Female | 53 | ... | 79,360 | 79,461 | 63,247 | 97,835 |
| Visiting staff | ... | ... | ... | ... | ... | ... |

### 2003-2004

### Université du Québec à Rimouski

| | Numbers | Excluded | Average | Median | Percentile 10th | Percentile 90th |
|---|---|---|---|---|---|---|
| Full professors | 104 | ... | 88,783 | 90,370 | 76,875 | 95,723 |
| With senior administrative duties | 24 | ... | 86,480 | 88,212 | 76,225 | 95,723 |
| Without senior administrative duties | 80 | ... | 89,474 | 91,045 | 79,484 | 95,723 |
| Associate professors | 35 | ... | 73,922 | 76,580 | 64,023 | 81,839 |
| With senior administrative duties | 13 | ... | 73,899 | 76,680 | 61,645 | 81,839 |
| Without senior administrative duties | 22 | ... | 73,935 | 73,644 | 67,364 | 81,839 |
| Assistant professors | 23 | ... | x | x | x | x |
| Rank below assistant | 1 | ... | x | x | x | x |
| Rank below preceding | ... | ... | ... | ... | ... | ... |
| Other teaching staff | ... | ... | ... | ... | ... | ... |
| All ranks combined (including deans) | 163 | ... | 80,665 | 82,721 | 58,009 | 95,723 |
| Male | 120 | ... | 81,872 | 85,127 | 58,009 | 95,723 |
| Female | 43 | ... | 77,298 | 79,484 | 54,324 | 92,687 |
| Visiting staff | ... | ... | ... | ... | ... | ... |

... Not applicable.
x Suppressed to meet the confidentiality requirements of the *Statistics Act*.

## Salaries of Full-time Teaching Staff at Canadian Universities and Colleges

### 2003-2004

### Institut national de la recherche scientifique

| | Numbers | Excluded | Average | Median | Percentile 10th | Percentile 90th |
|---|---|---|---|---|---|---|
| Full professors | 65 | ... | 101,447 | 102,176 | 93,936 | 102,176 |
| With senior administrative duties | 2 | ... | x | x | x | x |
| Without senior administrative duties | 63 | ... | x | x | x | x |
| Associate professors | 48 | ... | 83,420 | 81,653 | 74,991 | 91,414 |
| With senior administrative duties | 1 | ... | x | x | x | x |
| Without senior administrative duties | 47 | ... | x | x | x | x |
| Assistant professors | 35 | ... | 70,090 | 70,520 | 60,176 | 78,709 |
| Rank below assistant | ... | ... | ... | ... | ... | ... |
| Rank below preceding | ... | ... | ... | ... | ... | ... |
| Other teaching staff | 3 | ... | x | x | x | x |
| All ranks combined (including deans) | 151 | ... | 88,806 | 90,519 | 69,151 | 102,176 |
| Male | 122 | ... | 89,208 | 90,519 | 70,520 | 102,176 |
| Female | 29 | ... | 87,118 | 85,337 | 63,741 | 102,176 |
| Visiting staff | ... | ... | ... | ... | ... | ... |

### 2003-2004

### École de technologie supérieure

| | Numbers | Excluded | Average | Median | Percentile 10th | Percentile 90th |
|---|---|---|---|---|---|---|
| Full professors | 47 | ... | 100,361 | 102,242 | 89,693 | 107,223 |
| With senior administrative duties | 7 | ... | 107,690 | x | x | x |
| Without senior administrative duties | 40 | ... | 99,079 | 100,929 | 88,761 | 107,223 |
| Associate professors | 53 | ... | 87,389 | 87,646 | 78,090 | 96,382 |
| With senior administrative duties | 2 | ... | x | x | x | x |
| Without senior administrative duties | 51 | ... | x | x | x | x |
| Assistant professors | 13 | ... | 68,413 | 70,289 | 55,974 | 72,802 |
| Rank below assistant | ... | ... | ... | ... | ... | ... |
| Rank below preceding | ... | ... | ... | ... | ... | ... |
| Other teaching staff | 16 | ... | 74,544 | 74,189 | 58,642 | 85,602 |
| All ranks combined (including deans) | 129 | ... | 88,610 | 89,848 | 70,289 | 107,223 |
| Male | 114 | ... | 89,445 | 89,848 | 70,289 | 107,223 |
| Female | 15 | ... | 82,262 | 83,815 | 68,574 | 92,102 |
| Visiting staff | ... | ... | ... | ... | ... | ... |

... Not applicable.
x Suppressed to meet the confidentiality requirements of the *Statistics Act*.



Catalogue no. 81-595-MIE2005031

## Salaries of Full-time Teaching Staff at Canadian Universities and Colleges

### 2003-2004

### Université du Québec à Montréal

| | Numbers | Excluded | Average | Median | Percentile 10th | Percentile 90th |
|---|---|---|---|---|---|---|
| Full professors | 399 | 5 | 100,002 | 100,395 | 93,641 | 105,350 |
| With senior administrative duties | 110 | 5 | 102,587 | 103,372 | 94,960 | 105,350 |
| Without senior administrative duties | 289 | ... | 99,018 | 100,395 | 91,805 | 100,395 |
| Associate professors | 410 | 2 | 84,386 | 85,602 | 74,318 | 90,414 |
| With senior administrative duties | 88 | 2 | 87,741 | 88,963 | 77,536 | 95,369 |
| Without senior administrative duties | 322 | ... | 83,470 | 85,602 | 72,683 | 90,414 |
| Assistant professors | 92 | ... | 64,626 | 64,196 | 59,163 | 71,247 |
| Rank below assistant | ... | ... | ... | ... | ... | ... |
| Rank below preceding | ... | ... | ... | ... | ... | ... |
| Other teaching staff | ... | ... | ... | ... | ... | ... |
| All ranks combined (including deans) | 908 | ... | 89,476 | 90,414 | 71,084 | 100,669 |
| Male | 616 | ... | 90,796 | 90,414 | 71,247 | 105,350 |
| Female | 292 | ... | 86,690 | 89,292 | 69,520 | 100,395 |
| Visiting staff | ... | ... | ... | ... | ... | ... |

### 2003-2004

### Université du Québec à Trois-Rivières

| | Numbers | Excluded | Average | Median | Percentile 10th | Percentile 90th |
|---|---|---|---|---|---|---|
| Full professors | 108 | ... | 90,198 | 93,097 | 79,484 | 95,745 |
| With senior administrative duties | 29 | ... | 91,084 | 93,097 | 80,944 | 98,835 |
| Without senior administrative duties | 79 | ... | 89,873 | 93,097 | 76,225 | 95,723 |
| Associate professors | 170 | ... | 79,338 | 80,406 | 68,984 | 87,728 |
| With senior administrative duties | 31 | ... | 80,966 | 80,556 | 69,027 | 91,818 |
| Without senior administrative duties | 139 | ... | 78,975 | 79,375 | 68,822 | 87,728 |
| Assistant professors | 37 | 1 | 60,188 | 59,520 | 53,553 | 68,234 |
| Rank below assistant | ... | ... | ... | ... | ... | ... |
| Rank below preceding | ... | ... | ... | ... | ... | ... |
| Other teaching staff | ... | ... | ... | ... | ... | ... |
| All ranks combined (including deans) | 315 | 1 | 80,812 | 82,985 | 64,023 | 95,723 |
| Male | 230 | 1 | 81,875 | 84,326 | 65,717 | 95,723 |
| Female | 85 | ... | 77,935 | 78,047 | 61,876 | 93,097 |
| Visiting staff | ... | ... | ... | ... | ... | ... |

... Not applicable.
x Suppressed to meet the confidentiality requirements of the *Statistics Act*.

## Salaries of Full-time Teaching Staff at Canadian Universities and Colleges

### 2003-2004

### Université Laval

Including Medical/Dental

| | Numbers | Excluded | Average | Median | Percentile 10th | Percentile 90th |
|---|---|---|---|---|---|---|
| Full professors | 740 | 35 | 93,978 | 94,853 | 87,593 | 102,203 |
| With senior administrative duties | 73 | 14 | 104,276 | 104,303 | 93,058 | 117,861 |
| Without senior administrative duties | 667 | 21 | 92,851 | 94,853 | 86,729 | 94,853 |
| Associate professors | 312 | 12 | 82,139 | 82,176 | 68,781 | 91,203 |
| With senior administrative duties | 22 | 2 | 96,517 | 94,477 | 82,971 | 112,898 |
| Without senior administrative duties | 290 | 10 | 81,048 | 82,176 | 68,781 | 91,203 |
| Assistant professors | 240 | 10 | 66,286 | 65,402 | 58,076 | 77,384 |
| Rank below assistant | 21 | 5 | 47,501 | 45,495 | 43,761 | 48,293 |
| Rank below preceding | ... | ... | ... | ... | ... | ... |
| Other teaching staff | ... | ... | ... | ... | ... | ... |
| All ranks combined (including deans) | 1,329 | 46 | x | x | x | x |
| Male | 976 | 37 | x | x | x | x |
| Female | 353 | 9 | x | x | x | x |
| Visiting staff | ... | ... | ... | ... | ... | ... |

### 2003-2004

### Université Laval

Excluding Medical/Dental

| | Numbers | Excluded | Average | Median | Percentile 10th | Percentile 90th |
|---|---|---|---|---|---|---|
| Full professors | 682 | 27 | 93,215 | 94,853 | 86,902 | 94,853 |
| With senior administrative duties | 66 | 13 | 103,429 | 102,818 | 92,993 | 116,101 |
| Without senior administrative duties | 616 | 14 | 92,120 | 94,853 | 86,729 | 94,853 |
| Associate professors | 294 | 7 | 81,725 | 82,176 | 68,781 | 91,203 |
| With senior administrative duties | 21 | 2 | 96,620 | 94,603 | 82,960 | 113,301 |
| Without senior administrative duties | 273 | 5 | 80,579 | 82,176 | 68,781 | 91,203 |
| Assistant professors | 230 | ... | 65,805 | 65,402 | 58,076 | 74,377 |
| Rank below assistant | 20 | 1 | 46,998 | 45,495 | 43,717 | 48,293 |
| Rank below preceding | ... | ... | ... | ... | ... | ... |
| Other teaching staff | ... | ... | ... | ... | ... | ... |
| All ranks combined (including deans) | 1,241 | 20 | 84,954 | 90,009 | 64,118 | 94,853 |
| Male | 900 | 14 | 86,420 | 91,149 | 64,118 | 94,853 |
| Female | 341 | 6 | 81,084 | 84,660 | 61,628 | 94,853 |
| Visiting staff | ... | ... | ... | ... | ... | ... |

... Not applicable.

x Suppressed to meet the confidentiality requirements of the *Statistics Act*.

## Salaries of Full-time Teaching Staff at Canadian Universities and Colleges

### 2003-2004

### Université de Sherbrooke

Including Medical/Dental

| | Numbers | Excluded | Average | Median | Percentile 10th | Percentile 90th |
|---|---|---|---|---|---|---|
| Full professors | 334 | 13 | 98,624 | 98,733 | 88,363 | 107,097 |
| With senior administrative duties | 51 | 8 | 104,606 | 105,719 | 94,263 | 113,938 |
| Without senior administrative duties | 283 | 5 | 97,545 | 98,733 | 87,288 | 105,717 |
| Associate professors | 228 | 8 | 85,778 | 86,942 | 74,811 | 97,630 |
| With senior administrative duties | 16 | 4 | 91,264 | 93,346 | 75,965 | 99,665 |
| Without senior administrative duties | 212 | 4 | 85,364 | 86,519 | 74,811 | 97,630 |
| Assistant professors | 252 | 1 | 69,724 | 70,309 | 62,521 | 76,833 |
| Rank below assistant | 14 | ... | 51,804 | 53,007 | 46,907 | 53,007 |
| Rank below preceding | ... | ... | ... | ... | ... | ... |
| Other teaching staff | ... | ... | ... | ... | ... | ... |
| All ranks combined (including deans) | 840 | 10 | x | x | x | x |
| Male | 608 | 7 | x | x | x | x |
| Female | 232 | 3 | x | x | x | x |
| Visiting staff | ... | ... | ... | ... | ... | ... |

### 2003-2004

### Université de Sherbrooke

Excluding Medical/Dental

| | Numbers | Excluded | Average | Median | Percentile 10th | Percentile 90th |
|---|---|---|---|---|---|---|
| Full professors | 289 | 12 | 97,768 | 98,733 | 87,826 | 107,097 |
| With senior administrative duties | 45 | 7 | 103,784 | 105,006 | 93,732 | 113,480 |
| Without senior administrative duties | 244 | 5 | 96,659 | 98,733 | 87,057 | 104,321 |
| Associate professors | 147 | 7 | 83,556 | 83,366 | 72,780 | 90,408 |
| With senior administrative duties | 13 | 4 | 90,147 | 92,700 | 74,395 | 97,495 |
| Without senior administrative duties | 134 | 3 | 82,917 | 82,285 | 72,674 | 89,922 |
| Assistant professors | 158 | 1 | 69,298 | 69,851 | 62,521 | 73,949 |
| Rank below assistant | 14 | ... | 51,804 | 53,007 | 46,907 | 53,007 |
| Rank below preceding | ... | ... | ... | ... | ... | ... |
| Other teaching staff | ... | ... | ... | ... | ... | ... |
| All ranks combined (including deans) | 619 | 9 | 86,131 | 89,032 | 65,946 | 102,773 |
| Male | 452 | 6 | 88,490 | 90,082 | 67,902 | 104,321 |
| Female | 167 | 3 | 79,745 | 78,277 | 64,462 | 98,733 |
| Visiting staff | ... | ... | ... | ... | ... | ... |

... Not applicable.
x Suppressed to meet the confidentiality requirements of the *Statistics Act*.

## Salaries of Full-time Teaching Staff at Canadian Universities and Colleges

### 2003-2004

### Concordia University

| | Numbers | Excluded | Average | Median | Percentile 10th | Percentile 90th |
|---|---|---|---|---|---|---|
| Full professors | 202 | 2 | 104,022 | 103,328 | 84,812 | 124,570 |
| With senior administrative duties | 34 | 1 | 114,286 | 109,677 | 90,711 | 145,297 |
| Without senior administrative duties | 168 | 1 | 101,945 | 100,723 | 84,705 | 122,159 |
| Associate professors | 287 | 2 | 81,024 | 77,367 | 66,390 | 100,399 |
| With senior administrative duties | 31 | ... | 94,420 | 91,421 | 76,743 | 119,471 |
| Without senior administrative duties | 256 | 2 | 79,402 | 76,515 | 66,390 | 99,039 |
| Assistant professors | 186 | ... | 57,011 | 55,196 | 52,275 | 61,685 |
| Rank below assistant | 55 | ... | 55,153 | 51,230 | 44,957 | 74,047 |
| Rank below preceding | ... | ... | ... | ... | ... | ... |
| Other teaching staff | ... | ... | ... | ... | ... | ... |
| All ranks combined (including deans) | 731 | 3 | x | x | x | x |
| Male | 486 | 3 | x | x | x | x |
| Female | 245 | ... | x | x | x | x |
| Visiting staff | ... | ... | ... | ... | ... | ... |

### 2003-2004

### Brock University

| | Numbers | Excluded | Average | Median | Percentile 10th | Percentile 90th |
|---|---|---|---|---|---|---|
| Full professors | 103 | 7 | 108,840 | 108,928 | 90,155 | 126,683 |
| With senior administrative duties | 14 | 7 | 106,494 | 104,939 | 89,901 | 122,582 |
| Without senior administrative duties | 89 | ... | 109,209 | 110,410 | 89,711 | 127,205 |
| Associate professors | 165 | 5 | 92,944 | 91,987 | 74,725 | 110,721 |
| With senior administrative duties | 24 | ... | 94,945 | 90,892 | 79,831 | 112,329 |
| Without senior administrative duties | 141 | 5 | 92,603 | 92,199 | 74,403 | 109,053 |
| Assistant professors | 148 | ... | 68,305 | 65,720 | 54,720 | 84,293 |
| Rank below assistant | 45 | 1 | 59,579 | 59,302 | 46,220 | 71,364 |
| Rank below preceding | ... | ... | ... | ... | ... | ... |
| Other teaching staff | ... | ... | ... | ... | ... | ... |
| All ranks combined (including deans) | 468 | 6 | 86,201 | 86,164 | 58,062 | 116,788 |
| Male | 274 | 3 | 92,201 | 94,820 | 59,862 | 120,985 |
| Female | 194 | 3 | 77,727 | 73,405 | 56,200 | 100,929 |
| Visiting staff | ... | ... | ... | ... | ... | ... |

... Not applicable.
x Suppressed to meet the confidentiality requirements of the *Statistics Act*.

## Salaries of Full-time Teaching Staff at Canadian Universities and Colleges

2003-2004

Carleton University

| | Numbers | Excluded | Average | Median | Percentile 10th | Percentile 90th |
|---|---|---|---|---|---|---|
| Full professors | 220 | 10 | 106,658 | 108,596 | 89,334 | 116,836 |
| With senior administrative duties | 29 | 6 | 107,858 | 110,711 | 86,489 | 121,258 |
| Without senior administrative duties | 191 | 4 | 106,476 | 108,517 | 89,689 | 115,797 |
| Associate professors | 232 | 6 | 91,846 | 92,941 | 73,852 | 109,331 |
| With senior administrative duties | 28 | 1 | 95,079 | 96,071 | 78,327 | 111,538 |
| Without senior administrative duties | 204 | 5 | 91,402 | 91,954 | 73,598 | 109,230 |
| Assistant professors | 181 | 3 | 70,045 | 69,830 | 53,340 | 85,595 |
| Rank below assistant | 6 | ... | 65,582 | x | x | x |
| Rank below preceding | 88 | 7 | 60,504 | 56,338 | 45,800 | 80,066 |
| Other teaching staff | ... | ... | ... | ... | ... | ... |
| All ranks combined (including deans) | 734 | 19 | 87,339 | 87,342 | 55,894 | 114,173 |
| Male | 496 | 10 | 92,468 | 95,478 | 64,000 | 115,797 |
| Female | 238 | 9 | 76,649 | 75,149 | 51,598 | 104,153 |
| Visiting staff | ... | ... | ... | ... | ... | ... |

2003-2004

University of Guelph

| | Numbers | Excluded | Average | Median | Percentile 10th | Percentile 90th |
|---|---|---|---|---|---|---|
| Full professors | 284 | 7 | 107,141 | 106,258 | 94,275 | 118,769 |
| With senior administrative duties | 29 | 5 | 118,483 | 118,066 | 110,373 | 128,200 |
| Without senior administrative duties | 255 | 2 | 105,851 | 105,353 | 93,823 | 115,979 |
| Associate professors | 214 | 6 | 91,237 | 91,562 | 77,771 | 101,736 |
| With senior administrative duties | 12 | ... | 101,234 | 102,667 | 88,988 | 108,886 |
| Without senior administrative duties | 202 | 6 | 90,643 | 91,562 | 76,867 | 100,832 |
| Assistant professors | 249 | 2 | 69,665 | 70,085 | 56,068 | 83,650 |
| Rank below assistant | 5 | ... | x | x | x | x |
| Rank below preceding | 1 | ... | x | x | x | x |
| Other teaching staff | ... | ... | ... | ... | ... | ... |
| All ranks combined (including deans) | 758 | 10 | 90,205 | 91,658 | 63,302 | 113,040 |
| Male | 559 | 8 | 92,926 | 96,084 | 65,563 | 114,272 |
| Female | 199 | 2 | 82,563 | 85,910 | 59,685 | 103,545 |
| Visiting staff | ... | ... | ... | ... | ... | ... |

... Not applicable

x Suppressed to meet the confidentiality requirements of the *Statistics Act*.

## Salaries of Full-time Teaching Staff at Canadian Universities and Colleges

### 2003-2004

### Lakehead University

| | Numbers | Excluded | Average | Median | Percentile 10th | Percentile 90th |
|---|---|---|---|---|---|---|
| Full professors | 71 | 6 | 101,865 | 104,237 | 87,106 | 112,700 |
| With senior administrative duties | 20 | 4 | 99,555 | 95,516 | 86,036 | 114,700 |
| Without senior administrative duties | 51 | 2 | 102,771 | 106,338 | 87,223 | 112,700 |
| Associate professors | 86 | 5 | 83,574 | 80,811 | 71,332 | 101,200 |
| With senior administrative duties | 17 | 4 | 87,514 | 84,077 | 73,574 | 103,200 |
| Without senior administrative duties | 69 | 1 | 82,603 | 79,178 | 70,773 | 100,274 |
| Assistant professors | 73 | ... | 65,344 | 65,208 | 55,150 | 72,397 |
| Rank below assistant | 12 | ... | 54,742 | 54,013 | 49,000 | 61,100 |
| Rank below preceding | ... | ... | ... | ... | ... | ... |
| Other teaching staff | ... | ... | ... | ... | ... | ... |
| All ranks combined (including deans) | 249 | 4 | 82,838 | 79,176 | 60,000 | 110,106 |
| Male | 180 | 2 | 84,450 | 83,142 | 60,946 | 112,700 |
| Female | 69 | 2 | 78,605 | 74,687 | 59,462 | 100,274 |
| Visiting staff | ... | ... | ... | ... | ... | ... |

### 2003-2004

### Laurentian University

| | Numbers | Excluded | Average | Median | Percentile 10th | Percentile 90th |
|---|---|---|---|---|---|---|
| Full professors | 109 | 4 | 106,888 | 106,685 | 86,966 | 128,372 |
| With senior administrative duties | 13 | 3 | 112,247 | 113,475 | 86,064 | 128,120 |
| Without senior administrative duties | 96 | 1 | 106,163 | 105,167 | 86,864 | 128,283 |
| Associate professors | 101 | 5 | 85,274 | 82,371 | 70,670 | 104,675 |
| With senior administrative duties | 15 | 1 | 89,831 | 90,325 | 72,549 | 104,468 |
| Without senior administrative duties | 86 | 4 | 84,479 | 81,629 | 70,558 | 104,392 |
| Assistant professors | 73 | 1 | 65,866 | 63,640 | 55,062 | 79,894 |
| Rank below assistant | 7 | ... | 59,737 | x | x | x |
| Rank below preceding | 1 | ... | x | x | x | x |
| Other teaching staff | ... | ... | ... | ... | ... | ... |
| All ranks combined (including deans) | 295 | 6 | 88,265 | 84,427 | 60,978 | 120,851 |
| Male | 202 | 5 | 92,560 | 91,373 | 62,916 | 123,974 |
| Female | 93 | 1 | 78,938 | 77,426 | 56,470 | 103,584 |
| Visiting staff | ... | ... | ... | ... | ... | ... |

... Not applicable.
x Suppressed to meet the confidentiality requirements of the *Statistics Act*.


Catalogue no. 81-595-MIE2005031

## Salaries of Full-time Teaching Staff at Canadian Universities and Colleges

2003-2004

**McMaster University**

Including Medical/Dental

| | Numbers | Excluded | Average | Median | Percentile 10th | Percentile 90th |
|---|---|---|---|---|---|---|
| Full professors | 371 | 13 | 105,263 | 111,547 | 60,207 | 125,829 |
| With senior administrative duties | 72 | 6 | 114,331 | 118,037 | 85,656 | 133,675 |
| Without senior administrative duties | 299 | 7 | 103,080 | 110,449 | 59,910 | 121,331 |
| Associate professors | 324 | 1 | 79,878 | 86,301 | 38,498 | 106,559 |
| With senior administrative duties | 45 | ... | 78,553 | 86,526 | 36,250 | 111,023 |
| Without senior administrative duties | 279 | 1 | 80,091 | 86,270 | 39,734 | 105,298 |
| Assistant professors | 333 | 12 | 64,223 | 69,354 | 29,981 | 89,405 |
| Rank below assistant | 31 | ... | 65,159 | 65,000 | 43,165 | 85,500 |
| Rank below preceding | ... | ... | ... | ... | ... | ... |
| Other teaching staff | ... | ... | ... | ... | ... | ... |
| All ranks combined (including deans) | 1,065 | 28 | 83,752 | 86,235 | 39,999 | 117,583 |
| Male | 723 | 9 | 86,811 | 90,824 | 39,999 | 119,021 |
| Female | 342 | 11 | 77,285 | 79,144 | 40,331 | 110,736 |
| Visiting staff | ... | ... | ... | ... | ... | ... |

2003-2004

**McMaster University**

Excluding Medical/Dental

| | Numbers | Excluded | Average | Median | Percentile 10th | Percentile 90th |
|---|---|---|---|---|---|---|
| Full professors | 239 | 13 | 111,815 | 113,055 | 95,552 | 125,979 |
| With senior administrative duties | 54 | 6 | 117,476 | 118,245 | 97,716 | 131,173 |
| Without senior administrative duties | 185 | 7 | 110,162 | 111,875 | 94,801 | 123,538 |
| Associate professors | 168 | 1 | 90,824 | 90,281 | 74,429 | 107,152 |
| With senior administrative duties | 18 | ... | 99,729 | 100,865 | 74,229 | 115,909 |
| Without senior administrative duties | 150 | 1 | 89,756 | 89,515 | 74,005 | 103,803 |
| Assistant professors | 180 | 5 | 71,471 | 71,171 | 51,999 | 87,579 |
| Rank below assistant | 28 | ... | 64,923 | 63,428 | 42,272 | 86,712 |
| Rank below preceding | ... | ... | ... | ... | ... | ... |
| Other teaching staff | ... | ... | ... | ... | ... | ... |
| All ranks combined (including deans) | 621 | 13 | 92,628 | 92,743 | 61,346 | 119,041 |
| Male | 454 | 9 | 96,923 | 97,388 | 70,044 | 119,972 |
| Female | 167 | 4 | 80,950 | 79,512 | 51,999 | 111,362 |
| Visiting staff | ... | ... | ... | ... | ... | ... |

... Not applicable.
x Suppressed to meet the confidentiality requirements of the *Statistics Act*.

## Salaries of Full-time Teaching Staff at Canadian Universities and Colleges

### 2003-2004

### University of Ottawa

Including Medical/Dental

| | Numbers | Excluded | Average | Median | Percentile 10th | Percentile 90th |
|---|---|---|---|---|---|---|
| Full professors | 356 | 17 | 105,269 | 107,233 | 88,354 | 119,297 |
| With senior administrative duties | 50 | 11 | 107,465 | 106,765 | 92,079 | 122,297 |
| Without senior administrative duties | 306 | 6 | 104,910 | 107,369 | 87,661 | 119,297 |
| Associate professors | 289 | 10 | 86,132 | 86,217 | 72,972 | 100,418 |
| With senior administrative duties | 27 | 4 | 89,261 | 89,551 | 75,525 | 100,418 |
| Without senior administrative duties | 262 | 6 | 85,809 | 86,126 | 72,970 | 100,418 |
| Assistant professors | 241 | 3 | 66,470 | 67,821 | 55,050 | 74,141 |
| Rank below assistant | 23 | 1 | 58,504 | 54,404 | 51,650 | 69,306 |
| Rank below preceding | ... | ... | ... | ... | ... | ... |
| Other teaching staff | 7 | 6 | 47,539 | x | x | x |
| All ranks combined (including deans) | 931 | 22 | x | x | x | x |
| Male | 624 | 9 | x | x | x | x |
| Female | 307 | 13 | x | x | x | x |
| Visiting staff | ... | 1 | ... | ... | ... | ... |

### 2003-2004

### University of Ottawa

Excluding Medical/Dental

| | Numbers | Excluded | Average | Median | Percentile 10th | Percentile 90th |
|---|---|---|---|---|---|---|
| Full professors | 297 | 16 | 107,407 | 107,977 | 92,618 | 119,297 |
| With senior administrative duties | 40 | 10 | 107,693 | 106,344 | 92,944 | 120,532 |
| Without senior administrative duties | 257 | 6 | 107,363 | 108,129 | 92,403 | 119,297 |
| Associate professors | 262 | 8 | 87,009 | 86,285 | 73,851 | 100,418 |
| With senior administrative duties | 25 | 4 | 88,434 | 87,293 | 73,606 | 100,418 |
| Without senior administrative duties | 237 | 4 | 86,859 | 86,228 | 73,726 | 100,418 |
| Assistant professors | 227 | 3 | 66,706 | 67,640 | 55,500 | 74,141 |
| Rank below assistant | 23 | 1 | 58,504 | 54,404 | 51,650 | 69,306 |
| Rank below preceding | ... | ... | ... | ... | ... | ... |
| Other teaching staff | 3 | 6 | x | x | x | x |
| All ranks combined (including deans) | 826 | 20 | 88,500 | 88,526 | 60,673 | 117,939 |
| Male | 543 | 8 | 91,855 | 93,734 | 63,942 | 119,297 |
| Female | 283 | 12 | 82,063 | 81,380 | 56,948 | 105,097 |
| Visiting staff | ... | 1 | ... | ... | ... | ... |

... Not applicable.
x Suppressed to meet the confidentiality requirements of the *Statistics Act*.

## Salaries of Full-time Teaching Staff at Canadian Universities and Colleges

2003-2004

**Queen's University**

Including Medical/Dental

| | Numbers | Excluded | Average | Median | Percentile 10th | Percentile 90th |
|---|---|---|---|---|---|---|
| Full professors | 286 | 10 | 111,661 | 109,545 | 92,019 | 130,682 |
| With senior administrative duties | 73 | 9 | 121,656 | 118,890 | 99,863 | 143,508 |
| Without senior administrative duties | 213 | 1 | 108,236 | 106,655 | 90,604 | 124,467 |
| Associate professors | 243 | 2 | 92,185 | 90,365 | 77,466 | 108,069 |
| With senior administrative duties | 26 | ... | 104,097 | 105,785 | 80,268 | 126,161 |
| Without senior administrative duties | 217 | 2 | 90,758 | 89,380 | 77,351 | 105,702 |
| Assistant professors | 194 | 2 | 79,632 | 77,790 | 61,347 | 100,186 |
| Rank below assistant | 2 | ... | x | x | x | x |
| Rank below preceding | ... | ... | ... | ... | ... | ... |
| Other teaching staff | ... | ... | ... | ... | ... | ... |
| All ranks combined (including deans) | 733 | 6 | 97,116 | 95,565 | 71,643 | 122,622 |
| Male | 500 | 5 | 100,682 | 99,925 | 76,090 | 124,085 |
| Female | 233 | 1 | 89,463 | 87,185 | 66,150 | 112,131 |
| Visiting staff | ... | ... | ... | ... | ... | ... |

2003-2004

**Queen's University**

Excluding Medical/Dental

| | Numbers | Excluded | Average | Median | Percentile 10th | Percentile 90th |
|---|---|---|---|---|---|---|
| Full professors | 237 | 10 | 111,131 | 109,600 | 92,282 | 131,435 |
| With senior administrative duties | 57 | 9 | 119,363 | 117,000 | 97,407 | 145,525 |
| Without senior administrative duties | 180 | 1 | 108,524 | 108,168 | 89,830 | 125,470 |
| Associate professors | 205 | 2 | 92,030 | 90,295 | 77,445 | 108,225 |
| With senior administrative duties | 23 | ... | 103,060 | 105,635 | 81,201 | 121,595 |
| Without senior administrative duties | 182 | 2 | 90,636 | 88,768 | 77,119 | 105,884 |
| Assistant professors | 161 | 1 | 78,646 | 77,060 | 60,025 | 100,297 |
| Rank below assistant | 2 | ... | x | x | x | x |
| Rank below preceding | ... | ... | ... | ... | ... | ... |
| Other teaching staff | ... | ... | ... | ... | ... | ... |
| All ranks combined (including deans) | 613 | 5 | 96,684 | 95,645 | 71,456 | 121,041 |
| Male | 428 | 4 | 100,842 | 100,470 | 76,162 | 124,726 |
| Female | 185 | 1 | 87,066 | 85,705 | 64,468 | 109,148 |
| Visiting staff | ... | ... | ... | ... | ... | ... |

... Not applicable.

x Suppressed to meet the confidentiality requirements of the *Statistics Act*.

## Salaries of Full-time Teaching Staff at Canadian Universities and Colleges

**2003-2004**

**University of Toronto**

Including Medical/Dental

| | Numbers | Excluded | Average | Median | Percentile 10th | Percentile 90th |
|---|---|---|---|---|---|---|
| **Full professors** | 973 | 28 | 125,578 | 122,234 | 95,260 | 159,514 |
| With senior administrative duties | 125 | 26 | 142,007 | 139,132 | 113,432 | 174,727 |
| Without senior administrative duties | 848 | 2 | 123,156 | 120,855 | 91,259 | 154,840 |
| **Associate professors** | 736 | 5 | 95,844 | 97,079 | 55,325 | 119,916 |
| With senior administrative duties | 40 | 3 | 114,832 | 112,061 | 93,906 | 136,607 |
| Without senior administrative duties | 696 | 2 | 94,753 | 95,866 | 54,080 | 119,061 |
| **Assistant professors** | 563 | ... | 80,503 | 77,220 | 43,150 | 113,370 |
| **Rank below assistant** | 278 | 1 | 77,352 | 79,987 | 55,699 | 96,912 |
| **Rank below preceding** | ... | ... | ... | ... | ... | ... |
| **Other teaching staff** | ... | ... | ... | ... | ... | ... |
| **All ranks combined (including deans)** | 2,580 | 4 | 102,740 | 101,695 | 63,000 | 142,040 |
| Male | 1,766 | 3 | 107,778 | 109,192 | 65,529 | 148,539 |
| Female | 814 | 1 | 91,810 | 88,879 | 56,058 | 124,579 |
| **Visiting staff** | ... | 4 | ... | ... | ... | ... |

**2003-2004**

**University of Toronto**

Excluding Medical/Dental

| | Numbers | Excluded | Average | Median | Percentile 10th | Percentile 90th |
|---|---|---|---|---|---|---|
| **Full professors** | 722 | 25 | 129,087 | 124,065 | 107,484 | 158,735 |
| With senior administrative duties | 97 | 23 | 138,894 | 138,329 | 113,737 | 163,638 |
| Without senior administrative duties | 625 | 2 | 127,565 | 123,220 | 106,332 | 154,740 |
| **Associate professors** | 541 | 4 | 101,725 | 99,709 | 81,820 | 122,440 |
| With senior administrative duties | 37 | 2 | 114,452 | 111,822 | 93,745 | 137,812 |
| Without senior administrative duties | 504 | 2 | 100,790 | 98,924 | 81,584 | 119,775 |
| **Assistant professors** | 409 | ... | 85,796 | 79,488 | 64,962 | 115,125 |
| **Rank below assistant** | 261 | 1 | 77,471 | 79,555 | 56,458 | 94,773 |
| **Rank below preceding** | ... | ... | ... | ... | ... | ... |
| **Other teaching staff** | ... | ... | ... | ... | ... | ... |
| **All ranks combined (including deans)** | 1,959 | 4 | 106,272 | 105,409 | 70,820 | 142,028 |
| Male | 1,318 | 3 | 111,956 | 112,162 | 74,481 | 147,950 |
| Female | 641 | 1 | 94,584 | 90,517 | 66,991 | 124,560 |
| **Visiting staff** | ... | 4 | ... | ... | ... | ... |

... Not applicable.
x Suppressed to meet the confidentiality requirements of the *Statistics Act*.



Catalogue no. 81-595-MIE2005031

## Salaries of Full-time Teaching Staff at Canadian Universities and Colleges

### 2003-2004

### Trent University

| | Numbers | Excluded | Average | Median | Percentile 10th | Percentile 90th |
|---|---|---|---|---|---|---|
| Full professors | 74 | 3 | 116,827 | 121,819 | 97,950 | 125,797 |
| With senior administrative duties | 16 | 2 | 116,367 | 117,840 | 100,710 | 126,311 |
| Without senior administrative duties | 58 | 1 | 116,954 | 121,819 | 95,960 | 125,797 |
| Associate professors | 85 | 4 | 93,348 | 93,972 | 74,896 | 104,912 |
| With senior administrative duties | 15 | ... | 97,104 | 97,248 | 80,627 | 107,544 |
| Without senior administrative duties | 70 | 4 | 92,543 | 93,972 | 72,602 | 103,917 |
| Assistant professors | 51 | 2 | 65,660 | 65,718 | 57,869 | 72,602 |
| Rank below assistant | 8 | ... | 58,522 | x | x | x |
| Rank below preceding | ... | ... | ... | ... | ... | ... |
| Other teaching staff | ... | ... | ... | ... | ... | ... |
| All ranks combined (including deans) | 219 | 8 | x | x | x | x |
| Male | 142 | 4 | x | x | x | x |
| Female | 77 | 4 | x | x | x | x |
| Visiting staff | ... | ... | ... | ... | ... | ... |

### 2003-2004

### University of Waterloo

| | Numbers | Excluded | Average | Median | Percentile 10th | Percentile 90th |
|---|---|---|---|---|---|---|
| Full professors | 303 | 11 | 112,866 | 112,145 | 98,540 | 127,638 |
| With senior administrative duties | 49 | 7 | 120,774 | 120,211 | 100,353 | 135,669 |
| Without senior administrative duties | 254 | 4 | 111,340 | 111,510 | 98,307 | 125,980 |
| Associate professors | 277 | 5 | 94,672 | 92,922 | 76,346 | 114,330 |
| With senior administrative duties | 37 | ... | 106,062 | 107,657 | 84,014 | 121,967 |
| Without senior administrative duties | 240 | 5 | 92,916 | 92,080 | 74,681 | 110,899 |
| Assistant professors | 180 | 4 | 71,690 | 71,153 | 55,000 | 87,409 |
| Rank below assistant | 60 | ... | 69,677 | 67,080 | 47,040 | 94,439 |
| Rank below preceding | ... | ... | ... | ... | ... | ... |
| Other teaching staff | ... | ... | ... | ... | ... | ... |
| All ranks combined (including deans) | 827 | 13 | 95,088 | 97,287 | 65,000 | 121,043 |
| Male | 656 | 11 | 97,323 | 100,601 | 66,718 | 123,005 |
| Female | 171 | 2 | 86,514 | 88,498 | 59,813 | 111,259 |
| Visiting staff | ... | 2 | ... | ... | ... | ... |

... Not applicable.
x Suppressed to meet the confidentiality requirements of the *Statistics Act*.

## Salaries of Full-time Teaching Staff at Canadian Universities and Colleges

### 2003-2004

### University of Western Ontario

Including Medical/Dental

| | Numbers | Excluded | Average | Median | Percentile 10th | Percentile 90th |
|---|---|---|---|---|---|---|
| Full professors | 390 | 14 | 107,321 | 104,699 | 80,749 | 134,269 |
| With senior administrative duties | 69 | 9 | 116,240 | 111,500 | 92,885 | 148,569 |
| Without senior administrative duties | 321 | 5 | 105,404 | 103,400 | 80,086 | 130,502 |
| Associate professors | 383 | 8 | 91,954 | 86,871 | 70,708 | 114,941 |
| With senior administrative duties | 28 | 3 | 96,079 | 93,191 | 76,762 | 117,428 |
| Without senior administrative duties | 355 | 5 | 91,639 | 86,664 | 70,691 | 113,126 |
| Assistant professors | 308 | 7 | 75,757 | 68,199 | 58,254 | 104,583 |
| Rank below assistant | 67 | 1 | x | x | x | x |
| Rank below preceding | ... | ... | ... | ... | ... | ... |
| Other teaching staff | ... | ... | ... | ... | ... | ... |
| All ranks combined (including deans) | 1,159 | 19 | x | x | x | x |
| Male | 870 | 11 | x | x | x | x |
| Female | 289 | 8 | x | x | x | x |
| Visiting staff | ... | ... | ... | ... | ... | ... |

### 2003-2004

### University of Western Ontario

Excluding Medical/Dental

| | Numbers | Excluded | Average | Median | Percentile 10th | Percentile 90th |
|---|---|---|---|---|---|---|
| Full professors | 260 | 12 | 112,604 | 107,834 | 93,268 | 140,000 |
| With senior administrative duties | 37 | 8 | 119,046 | 111,500 | 99,868 | 132,057 |
| Without senior administrative duties | 223 | 4 | 111,535 | 106,676 | 92,938 | 140,265 |
| Associate professors | 317 | 8 | 93,913 | 87,835 | 74,433 | 116,997 |
| With senior administrative duties | 25 | 3 | 97,386 | 94,624 | 79,279 | 118,370 |
| Without senior administrative duties | 292 | 5 | 93,616 | 86,866 | 74,071 | 116,135 |
| Assistant professors | 252 | 5 | 76,318 | 68,028 | 58,048 | 122,875 |
| Rank below assistant | 66 | 1 | 61,070 | 60,320 | 44,450 | 80,042 |
| Rank below preceding | ... | ... | ... | ... | ... | ... |
| Other teaching staff | ... | ... | ... | ... | ... | ... |
| All ranks combined (including deans) | 905 | 16 | 92,427 | 89,296 | 60,630 | 127,302 |
| Male | 650 | 9 | 96,851 | 94,984 | 63,129 | 132,357 |
| Female | 255 | 7 | 81,149 | 77,687 | 55,718 | 111,781 |
| Visiting staff | ... | ... | ... | ... | ... | ... |

... Not applicable.

x Suppressed to meet the confidentiality requirements of the *Statistics Act*.

## Salaries of Full-time Teaching Staff at Canadian Universities and Colleges

### 2003-2004

### University of Windsor

| | Numbers | Excluded | Average | Median | Percentile[2] 10th | Percentile[2] 90th |
|---|---|---|---|---|---|---|
| Full professors | 132 | 10 | 107,708 | 108,893 | 88,370 | 123,943 |
| With senior administrative duties | 21 | 10 | 113,667 | 112,891 | 92,338 | 133,175 |
| Without senior administrative duties | 111 | ... | 106,581 | 107,046 | 88,302 | 121,342 |
| Associate professors | 146 | 2 | 88,928 | 87,068 | 74,617 | 104,271 |
| With senior administrative duties | 19 | ... | 97,176 | 93,799 | 82,488 | 117,312 |
| Without senior administrative duties | 127 | 2 | 87,694 | 86,025 | 73,593 | 103,376 |
| Assistant professors | 182 | 2 | 68,804 | 68,911 | 59,820 | 78,517 |
| Rank below assistant | 26 | ... | 59,887 | 60,000 | 49,200 | 70,988 |
| Rank below preceding | ... | ... | ... | ... | ... | ... |
| Other teaching staff | ... | ... | ... | ... | ... | ... |
| All ranks combined (including deans) | 496 | 4 | 86,043 | 81,708 | 61,000 | 113,721 |
| Male | 325 | 2 | 89,289 | 86,589 | 62,206 | 116,476 |
| Female | 171 | 2 | 79,875 | 76,204 | 60,029 | 101,432 |
| Visiting staff | ... | ... | ... | ... | ... | ... |

### 2003-2004

### York University

| | Numbers | Excluded | Average | Median | Percentile 10th | Percentile 90th |
|---|---|---|---|---|---|---|
| Full professors | 284 | 19 | 113,754 | 108,840 | 93,858 | 141,316 |
| With senior administrative duties | 54 | 7 | 120,943 | 110,639 | 96,339 | 167,658 |
| Without senior administrative duties | 230 | 12 | 112,066 | 108,171 | 93,673 | 135,451 |
| Associate professors | 571 | 8 | 97,613 | 96,464 | 80,120 | 113,358 |
| With senior administrative duties | 104 | 3 | 100,991 | 99,350 | 84,565 | 116,016 |
| Without senior administrative duties | 467 | 5 | 96,860 | 95,427 | 79,752 | 112,285 |
| Assistant professors | 294 | 4 | 78,256 | 74,222 | 62,200 | 102,767 |
| Rank below assistant | 40 | 1 | 71,068 | 68,000 | 51,858 | 90,000 |
| Rank below preceding | ... | ... | ... | ... | ... | ... |
| Other teaching staff | 3 | 1 | x | x | x | x |
| All ranks combined (including deans) | 1,202 | 23 | 96,237 | 95,479 | 69,986 | 120,000 |
| Male | 719 | 14 | 99,883 | 100,849 | 72,304 | 123,970 |
| Female | 483 | 9 | 90,811 | 90,416 | 67,034 | 111,289 |
| Visiting staff | ... | 7 | ... | ... | ... | ... |

... Not applicable.
x Suppressed to meet the confidentiality requirements of the *Statistics Act*.
2. Calculations of the percentile by the institution varied from those that were calculated by Statistics Canada.

## Salaries of Full-time Teaching Staff at Canadian Universities and Colleges

### 2003-2004

### Wilfrid Laurier University

| | Numbers | Excluded | Average | Median | Percentile 10th | Percentile 90th |
|---|---|---|---|---|---|---|
| Full professors | 100 | 9 | 110,005 | 110,962 | 89,554 | 125,579 |
| With senior administrative duties | 10 | 8 | 107,225 | 108,314 | 87,401 | 121,390 |
| Without senior administrative duties | 90 | 1 | 110,314 | 110,962 | 89,811 | 126,953 |
| Associate professors | 122 | 2 | 90,958 | 92,650 | 72,497 | 110,672 |
| With senior administrative duties | 15 | 1 | 96,696 | 93,125 | 74,655 | 120,260 |
| Without senior administrative duties | 107 | 1 | 90,153 | 92,106 | 71,334 | 108,218 |
| Assistant professors | 157 | 1 | 62,082 | 59,875 | 50,895 | 76,611 |
| Rank below assistant | 30 | ... | 60,504 | 59,500 | 47,206 | 84,400 |
| Rank below preceding | ... | ... | ... | ... | ... | ... |
| Other teaching staff | 6 | ... | 52,962 | x | x | x |
| All ranks combined (including deans) | 424 | 3 | 83,044 | 80,254 | 52,060 | 119,820 |
| Male | 262 | 2 | 89,512 | 93,109 | 55,000 | 122,359 |
| Female | 162 | 1 | 72,583 | 68,850 | 51,302 | 99,515 |
| Visiting staff | ... | ... | ... | ... | ... | ... |

### 2003-2004

### Royal Military College of Canada

| | Numbers | Excluded | Average | Median | Percentile 10th | Percentile 90th |
|---|---|---|---|---|---|---|
| Full professors | 74 | 8 | 103,394 | 104,099 | 94,275 | 108,759 |
| With senior administrative duties | 30 | 8 | 102,454 | 104,009 | 92,484 | 108,759 |
| Without senior administrative duties | 44 | ... | 104,036 | 108,759 | 95,459 | 108,759 |
| Associate professors | 29 | ... | 81,945 | 85,369 | 65,273 | 90,185 |
| With senior administrative duties | 10 | ... | 85,848 | 87,944 | 72,038 | 92,134 |
| Without senior administrative duties | 19 | ... | 79,890 | 82,994 | 63,743 | 90,119 |
| Assistant professors | 39 | ... | 68,797 | 69,250 | 61,413 | 74,000 |
| Rank below assistant | ... | ... | ... | ... | ... | ... |
| Rank below preceding | ... | ... | ... | ... | ... | ... |
| Other teaching staff | ... | ... | ... | ... | ... | ... |
| All ranks combined (including deans) | 150 | ... | 90,657 | 94,314 | 65,753 | 108,759 |
| Male | 138 | ... | 91,888 | 96,884 | 67,781 | 108,759 |
| Female | 12 | ... | 76,502 | 68,998 | 56,007 | 102,507 |
| Visiting staff | ... | ... | ... | ... | ... | ... |

... Not applicable.
x Suppressed to meet the confidentiality requirements of the *Statistics Act*.


Catalogue no. 81-595-MIE2005031

## Salaries of Full-time Teaching Staff at Canadian Universities and Colleges

### 2003-2004

### Ryerson University

| | Numbers | Excluded | Average | Median | Percentile 10th | Percentile 90th |
|---|---|---|---|---|---|---|
| Full professors | 221 | 18 | 102,092 | 103,426 | 91,335 | 110,360 |
| With senior administrative duties | 38 | 11 | 108,218 | 109,808 | 91,288 | 120,875 |
| Without senior administrative duties | 183 | 7 | 100,820 | 102,554 | 91,335 | 107,428 |
| Associate professors | 131 | 2 | 87,569 | 87,264 | 76,217 | 98,134 |
| With senior administrative duties | 27 | 2 | 95,380 | 94,360 | 84,044 | 106,843 |
| Without senior administrative duties | 104 | ... | 85,541 | 85,762 | 76,015 | 95,670 |
| Assistant professors | 191 | 4 | 72,800 | 73,263 | 61,709 | 83,247 |
| Rank below assistant | 14 | ... | 60,405 | 59,469 | 51,496 | 66,647 |
| Rank below preceding | 2 | ... | x | x | x | x |
| Other teaching staff | ... | ... | ... | ... | ... | ... |
| All ranks combined (including deans) | 572 | 11 | 88,566 | 88,803 | 66,482 | 107,172 |
| Male | 359 | 3 | 90,578 | 91,919 | 69,828 | 107,938 |
| Female | 213 | 8 | 85,174 | 84,473 | 63,079 | 106,216 |
| Visiting staff | ... | ... | ... | ... | ... | ... |

### 2003-2004

### Nipissing University

| | Numbers | Excluded | Average | Median | Percentile 10th | Percentile 90th |
|---|---|---|---|---|---|---|
| Full professors | 4 | 2 | x | x | x | x |
| With senior administrative duties | 1 | 2 | x | x | x | x |
| Without senior administrative duties | 3 | ... | x | x | x | x |
| Associate professors | 22 | 1 | 89,857 | 89,555 | 78,168 | 96,124 |
| With senior administrative duties | 6 | ... | 96,850 | x | x | x |
| Without senior administrative duties | 16 | 1 | 87,235 | 87,242 | 77,295 | 96,124 |
| Assistant professors | 77 | ... | 69,588 | 67,975 | 61,852 | 76,639 |
| Rank below assistant | 3 | ... | x | x | x | x |
| Rank below preceding | ... | ... | ... | ... | ... | ... |
| Other teaching staff | ... | ... | ... | ... | ... | ... |
| All ranks combined (including deans) | 108 | 1 | 75,446 | 74,098 | 61,852 | 93,726 |
| Male | 68 | ... | 77,653 | 74,098 | 61,852 | 96,124 |
| Female | 40 | 1 | 71,695 | 72,057 | 61,852 | 84,279 |
| Visiting staff | ... | ... | ... | ... | ... | ... |

... Not applicable.
x Suppressed to meet the confidentiality requirements of the *Statistics Act*.

## Salaries of Full-time Teaching Staff at Canadian Universities and Colleges

### 2003-2004

### Brandon University

| | Numbers | Excluded | Average | Median | Percentile 10th | Percentile 90th |
|---|---|---|---|---|---|---|
| Full professors | 36 | 3 | 93,847 | 93,956 | 78,906 | 106,517 |
| With senior administrative duties | 10 | 1 | 91,121 | 90,946 | 78,906 | 106,517 |
| Without senior administrative duties | 26 | 2 | 94,896 | 94,706 | 80,770 | 106,517 |
| Associate professors | 54 | 5 | 76,221 | 78,033 | 63,183 | 86,948 |
| With senior administrative duties | 18 | 3 | 76,698 | 79,866 | 63,183 | 86,948 |
| Without senior administrative duties | 36 | 2 | 75,982 | 77,556 | 63,183 | 86,948 |
| Assistant professors | 51 | 4 | 57,252 | 54,711 | 49,855 | 67,651 |
| Rank below assistant | 6 | ... | 45,438 | x | x | x |
| Rank below preceding | 1 | ... | x | x | x | x |
| Other teaching staff | ... | ... | ... | ... | ... | ... |
| All ranks combined (including deans) | 153 | 7 | 73,124 | 70,200 | 50,255 | 96,134 |
| Male | 104 | 3 | 77,221 | 79,312 | 51,594 | 103,328 |
| Female | 49 | 4 | 64,428 | 63,183 | 49,178 | 86,948 |
| Visiting staff | ... | ... | ... | ... | ... | ... |

### 2003-2004

### University of Winnipeg

| | Numbers | Excluded | Average | Median | Percentile 10th | Percentile 90th |
|---|---|---|---|---|---|---|
| Full professors | 81 | 2 | 94,663 | 98,122 | 79,180 | 104,708 |
| With senior administrative duties | 12 | 2 | 87,748 | 87,118 | 76,633 | 100,140 |
| Without senior administrative duties | 69 | ... | 95,866 | 98,266 | 81,072 | 104,708 |
| Associate professors | 63 | 4 | 70,884 | 70,032 | 60,149 | 81,514 |
| With senior administrative duties | 10 | ... | 73,636 | 70,901 | 65,463 | 83,548 |
| Without senior administrative duties | 53 | 4 | 70,364 | 70,032 | 60,149 | 80,936 |
| Assistant professors | 53 | ... | 56,597 | 55,296 | 50,796 | 65,196 |
| Rank below assistant | 4 | ... | x | x | x | x |
| Rank below preceding | 42 | ... | 58,669 | 62,583 | 40,970 | 68,083 |
| Other teaching staff | 2 | ... | x | x | x | x |
| All ranks combined (including deans) | 247 | 4 | x | x | x | x |
| Male | 166 | 3 | x | x | x | x |
| Female | 81 | 1 | x | x | x | x |
| Visiting staff | ... | ... | ... | ... | ... | ... |

... Not applicable.
x Suppressed to meet the confidentiality requirements of the *Statistics Act*.

## Salaries of Full-time Teaching Staff at Canadian Universities and Colleges

2003-2004

### University of Manitoba

Including Medical/Dental

| | Numbers | Excluded | Average | Median | Percentile 10th | Percentile 90th |
|---|---|---|---|---|---|---|
| Full professors | 424 | 33 | 109,927 | 109,220 | 88,411 | 122,120 |
| With senior administrative duties | 87 | 25 | 116,602 | 113,456 | 92,766 | 137,047 |
| Without senior administrative duties | 337 | 8 | 108,203 | 109,101 | 87,551 | 119,874 |
| Associate professors | 312 | 17 | 85,830 | 82,638 | 67,093 | 96,864 |
| With senior administrative duties | 35 | 2 | 88,920 | 88,313 | 74,712 | 103,138 |
| Without senior administrative duties | 277 | 15 | 85,440 | 81,141 | 66,834 | 93,684 |
| Assistant professors | 334 | 7 | 68,103 | 64,218 | 53,698 | 80,000 |
| Rank below assistant | 20 | 5 | 59,940 | 56,310 | 51,170 | 63,000 |
| Rank below preceding | ... | ... | ... | ... | ... | ... |
| Other teaching staff | ... | ... | ... | ... | ... | ... |
| All ranks combined (including deans) | 1,116 | 36 | x | x | x | x |
| Male | 788 | 19 | x | x | x | x |
| Female | 328 | 17 | x | x | x | x |
| Visiting staff | ... | 2 | ... | ... | ... | ... |

2003-2004

### University of Manitoba

Excluding Medical/Dental

| | Numbers | Excluded | Average | Median | Percentile 10th | Percentile 90th |
|---|---|---|---|---|---|---|
| Full professors | 308 | 28 | 106,839 | 109,213 | 90,359 | 118,608 |
| With senior administrative duties | 59 | 23 | 110,403 | 111,052 | 93,759 | 122,357 |
| Without senior administrative duties | 249 | 5 | 105,994 | 109,206 | 88,854 | 117,394 |
| Associate professors | 232 | 16 | 80,847 | 82,233 | 66,968 | 92,847 |
| With senior administrative duties | 27 | 2 | 88,830 | 88,767 | 74,566 | 98,242 |
| Without senior administrative duties | 205 | 14 | 79,796 | 80,216 | 66,829 | 92,543 |
| Assistant professors | 246 | 3 | 64,417 | 63,168 | 53,873 | 76,949 |
| Rank below assistant | 17 | 3 | 55,257 | 55,758 | 50,690 | 59,514 |
| Rank below preceding | ... | ... | ... | ... | ... | ... |
| Other teaching staff | ... | ... | ... | ... | ... | ... |
| All ranks combined (including deans) | 827 | 26 | 86,283 | 85,416 | 58,964 | 114,140 |
| Male | 590 | 14 | 91,081 | 92,254 | 60,755 | 115,974 |
| Female | 237 | 12 | 74,338 | 70,046 | 55,872 | 99,375 |
| Visiting staff | ... | 1 | ... | ... | ... | ... |

... Not applicable.
x Suppressed to meet the confidentiality requirements of the *Statistics Act*.

## Salaries of Full-time Teaching Staff at Canadian Universities and Colleges

2003-2004

### University of Saskatchewan

Including Medical/Dental

| | Numbers | Excluded | Average | Median | Percentile 10th | Percentile 90th |
|---|---|---|---|---|---|---|
| Full professors | 411 | 26 | 118,098 | 113,625 | 96,424 | 143,683 |
| With senior administrative duties | 78 | 13 | 125,678 | 119,402 | 102,700 | 149,920 |
| Without senior administrative duties | 333 | 13 | 116,323 | 112,303 | 95,343 | 138,681 |
| Associate professors | 300 | 6 | 91,450 | 87,918 | 72,406 | 111,815 |
| With senior administrative duties | 17 | ... | 105,387 | 93,673 | 82,681 | 153,095 |
| Without senior administrative duties | 283 | 6 | 90,612 | 87,707 | 72,406 | 109,268 |
| Assistant professors | 216 | 17 | 76,244 | 67,332 | 60,408 | 91,221 |
| Rank below assistant | 6 | ... | 46,072 | x | x | x |
| Rank below preceding | 2 | ... | x | x | x | x |
| Other teaching staff | ... | ... | ... | ... | ... | ... |
| All ranks combined (including deans) | 946 | 38 | 99,860 | 93,603 | 65,356 | 133,947 |
| Male | 688 | 23 | 104,129 | 103,346 | 67,335 | 138,603 |
| Female | 258 | 15 | 88,473 | 84,863 | 61,399 | 114,559 |
| Visiting staff | ... | ... | ... | ... | ... | ... |

2003-2004

### University of Saskatchewan

Excluding Medical/Dental

| | Numbers | Excluded | Average | Median | Percentile 10th | Percentile 90th |
|---|---|---|---|---|---|---|
| Full professors | 278 | 16 | 113,511 | 112,792 | 96,530 | 131,880 |
| With senior administrative duties | 51 | 10 | 119,223 | 116,139 | 99,560 | 142,647 |
| Without senior administrative duties | 227 | 6 | 112,228 | 111,250 | 95,627 | 129,420 |
| Associate professors | 213 | 3 | 84,928 | 86,236 | 72,406 | 92,615 |
| With senior administrative duties | 12 | ... | 94,694 | 89,311 | 79,428 | 107,998 |
| Without senior administrative duties | 201 | 3 | 84,345 | 85,668 | 72,406 | 92,326 |
| Assistant professors | 152 | 7 | 66,215 | 66,344 | 59,618 | 73,270 |
| Rank below assistant | 5 | ... | x | x | x | x |
| Rank below preceding | 2 | ... | x | x | x | x |
| Other teaching staff | ... | ... | ... | ... | ... | ... |
| All ranks combined (including deans) | 658 | 18 | 92,921 | 89,812 | 64,366 | 122,262 |
| Male | 481 | 12 | 96,503 | 93,673 | 66,345 | 125,326 |
| Female | 177 | 6 | 83,186 | 80,491 | 60,416 | 110,852 |
| Visiting staff | ... | ... | ... | ... | ... | ... |

... Not applicable.

x Suppressed to meet the confidentiality requirements of the *Statistics Act*.

## Salaries of Full-time Teaching Staff at Canadian Universities and Colleges

2003-2004

University of Regina

| | Numbers | Excluded | Average | Median | Percentile 10th | Percentile 90th |
|---|---|---|---|---|---|---|
| Full professors | 107 | 16 | 97,429 | 98,573 | 86,054 | 104,433 |
| With senior administrative duties | 18 | 10 | 102,295 | 102,273 | 91,930 | 108,070 |
| Without senior administrative duties | 89 | 6 | 96,445 | 98,573 | 84,148 | 103,280 |
| Associate professors | 108 | 9 | 74,588 | 73,144 | 64,369 | 85,181 |
| With senior administrative duties | 16 | 3 | 79,126 | 79,932 | 64,375 | 91,817 |
| Without senior administrative duties | 92 | 6 | 73,798 | 72,914 | 64,369 | 83,057 |
| Assistant professors | 107 | 8 | 60,594 | 60,298 | 54,690 | 66,426 |
| Rank below assistant | 15 | 2 | 49,609 | 50,967 | 45,303 | 50,967 |
| Rank below preceding | 47 | 4 | 48,915 | 49,991 | 39,221 | 56,376 |
| Other teaching staff | ... | ... | ... | ... | ... | ... |
| All ranks combined (including deans) | 398 | 25 | 74,332 | 68,713 | 50,967 | 101,173 |
| Male | 256 | 15 | 77,616 | 74,925 | 53,268 | 102,283 |
| Female | 142 | 10 | 68,412 | 66,426 | 48,133 | 97,809 |
| Visiting staff | ... | ... | ... | ... | ... | ... |

2003-2004

University of Lethbridge

| | Numbers | Excluded | Average | Median | Percentile 10th | Percentile 90th |
|---|---|---|---|---|---|---|
| Full professors | 53 | 7 | 113,955 | 113,584 | 94,330 | 134,841 |
| With senior administrative duties | 6 | 7 | 121,961 | x | x | x |
| Without senior administrative duties | 47 | .. | 112,933 | 112,611 | 93,944 | 134,870 |
| Associate professors | 103 | 2 | 86,429 | 86,341 | 69,305 | 108,222 |
| With senior administrative duties | 8 | .. | 100,309 | x | x | x |
| Without senior administrative duties | 95 | 2 | 85,260 | 83,615 | 69,063 | 106,392 |
| Assistant professors | 119 | 4 | 64,261 | 61,858 | 55,031 | 77,006 |
| Rank below assistant | 10 | ... | 60,202 | 62,312 | 40,000 | 73,927 |
| Rank below preceding | 53 | 3 | 62,097 | 60,510 | 49,025 | 72,671 |
| Other teaching staff | 19 | 1 | 83,601 | 77,025 | 55,981 | 115,121 |
| All ranks combined (including deans) | 363 | 11 | 79,443 | 72,671 | 55,626 | 113,655 |
| Male | 229 | 4 | 82,772 | 76,000 | 56,775 | 117,295 |
| Female | 134 | 7 | 73,755 | 69,362 | 55,000 | 101,022 |
| Visiting staff | ... | 1 | ... | ... | ... | ... |

.. Not applicable.
x Suppressed to meet the confidentiality requirements of the *Statistics Act*.

## Salaries of Full-time Teaching Staff at Canadian Universities and Colleges

2003-2004

### University of Alberta

Including Medical/Dental

| | Numbers | Excluded | Average | Median | Percentile 10th | Percentile 90th |
|---|---|---|---|---|---|---|
| Full professors | 742 | 21 | 115,383 | 111,101 | 92,710 | 141,053 |
| With senior administrative duties | 93 | 13 | 126,974 | 122,955 | 99,636 | 156,582 |
| Without senior administrative duties | 649 | 8 | 113,723 | 110,000 | 91,895 | 136,632 |
| Associate professors | 417 | 5 | 84,409 | 83,894 | 69,884 | 95,643 |
| With senior administrative duties | 17 | ... | 95,479 | 93,099 | 79,632 | 111,594 |
| Without senior administrative duties | 400 | 5 | 83,938 | 83,125 | 69,884 | 95,245 |
| Assistant professors | 295 | 14 | 71,588 | 67,098 | 56,012 | 87,266 |
| Rank below assistant | 2 | ... | x | x | x | x |
| Rank below preceding | ... | ... | ... | ... | ... | ... |
| Other teaching staff | ... | ... | ... | ... | ... | ... |
| All ranks combined (including deans) | 1,459 | 27 | x | x | x | x |
| Male | 1,045 | 17 | x | x | x | x |
| Female | 424 | 10 | x | x | x | x |
| Visiting staff | ... | ... | ... | ... | ... | ... |

2003-2004

### University of Alberta

Excluding Medical/Dental

| | Numbers | Excluded | Average | Median | Percentile 10th | Percentile 90th |
|---|---|---|---|---|---|---|
| Full professors | 604 | 20 | 113,716 | 110,150 | 92,012 | 136,557 |
| With senior administrative duties | 72 | 12 | 121,569 | 118,278 | 96,754 | 150,265 |
| Without senior administrative duties | 532 | 8 | 112,653 | 109,522 | 91,818 | 135,613 |
| Associate professors | 361 | 5 | 84,052 | 83,609 | 69,521 | 95,425 |
| With senior administrative duties | 14 | ... | 96,546 | 92,624 | 84,153 | 115,005 |
| Without senior administrative duties | 347 | 5 | 83,548 | 83,012 | 69,404 | 95,218 |
| Assistant professors | 271 | 13 | 71,682 | 67,098 | 55,249 | 87,945 |
| Rank below assistant | ... | ... | ... | ... | ... | ... |
| Rank below preceding | ... | ... | ... | ... | ... | ... |
| Other teaching staff | ... | ... | ... | ... | ... | ... |
| All ranks combined (including deans) | 1,248 | 26 | 96,442 | 92,711 | 65,392 | 130,083 |
| Male | 869 | 17 | 100,174 | 97,829 | 68,794 | 133,698 |
| Female | 379 | 9 | 87,886 | 85,529 | 61,980 | 119,122 |
| Visiting staff | ... | ... | ... | ... | ... | ... |

... Not applicable

x Suppressed to meet the confidentiality requirements of the *Statistics Act*

## Salaries of Full-time Teaching Staff at Canadian Universities and Colleges

### 2003-2004

### University of Calgary

Including Medical/Dental

| | Numbers | Excluded | Average | Median | Percentile 10th | Percentile 90th |
|---|---|---|---|---|---|---|
| Full professors | 555 | 24 | 123,531 | 113,409 | 90,171 | 161,783 |
| With senior administrative duties | 88 | 15 | 132,886 | 117,816 | 94,204 | 209,416 |
| Without senior administrative duties | 467 | 9 | 121,769 | 112,639 | 89,615 | 158,243 |
| Associate professors | 463 | 18 | 93,976 | 87,846 | 70,571 | 111,397 |
| With senior administrative duties | 49 | 2 | 91,542 | 90,392 | 75,296 | 107,391 |
| Without senior administrative duties | 414 | 8 | 94,264 | 87,059 | 70,364 | 112,051 |
| Assistant professors | 430 | 6 | 79,227 | 69,674 | 60,391 | 95,142 |
| Rank below assistant | 12 | ... | 58,633 | 50,000 | 43,785 | 57,654 |
| Rank below preceding | ... | ... | ... | ... | ... | ... |
| Other teaching staff | ... | ... | ... | ... | ... | ... |
| All ranks combined (including deans) | 1,476 | 24 | x | x | x | x |
| Male | 1,012 | 11 | x | x | x | x |
| Female | 464 | 13 | x | x | x | x |
| Visiting staff | ... | ... | ... | ... | ... | ... |

### 2003-2004

### University of Calgary

Excluding Medical/Dental

| | Numbers | Excluded | Average | Median | Percentile 10th | Percentile 90th |
|---|---|---|---|---|---|---|
| Full professors | 384 | 20 | 112,256 | 109,728 | 88,389 | 140,873 |
| With senior administrative duties | 63 | 14 | 114,569 | 112,103 | 90,826 | 144,038 |
| Without senior administrative duties | 321 | 6 | 111,802 | 109,167 | 88,180 | 139,909 |
| Associate professors | 342 | 18 | 84,943 | 85,086 | 69,561 | 98,902 |
| With senior administrative duties | 46 | 2 | 90,732 | 90,374 | 74,498 | 106,411 |
| Without senior administrative duties | 296 | 8 | 84,043 | 82,874 | 69,242 | 96,397 |
| Assistant professors | 317 | 5 | 69,205 | 67,599 | 59,432 | 80,339 |
| Rank below assistant | 12 | ... | 58,633 | 50,000 | 43,785 | 57,654 |
| Rank below preceding | ... | ... | ... | ... | ... | ... |
| Other teaching staff | ... | ... | ... | ... | ... | ... |
| All ranks combined (including deans) | 1,078 | 20 | 99,603 | 87,059 | 64,117 | 122,014 |
| Male | 702 | 8 | 96,557 | 91,760 | 67,374 | 127,133 |
| Female | 368 | 12 | 79,244 | 74,005 | 59,976 | 107,900 |
| Visiting staff | ... | ... | ... | ... | ... | ... |

... Not applicable.
x Suppressed to meet the confidentiality requirements of the *Statistics Act*.

## Salaries of Full-time Teaching Staff at Canadian Universities and Colleges

2003-2004

**University of British Columbia**

Including Medical/Dental

| | Numbers | Excluded | Average | Median | Percentile 10th | Percentile 90th |
|---|---|---|---|---|---|---|
| Full professors | 759 | 12 | 127,005 | 117,731 | 99,187 | 165,177 |
| With senior administrative duties | 105 | 12 | 136,281 | 128,744 | 110,753 | 164,228 |
| Without senior administrative duties | 654 | ... | 125,516 | 115,374 | 98,642 | 165,224 |
| Associate professors | 536 | ... | 100,737 | 93,023 | 81,988 | 123,260 |
| With senior administrative duties | 21 | ... | 115,745 | 113,067 | 99,044 | 123,636 |
| Without senior administrative duties | 515 | ... | 100,125 | 92,592 | 81,733 | 123,184 |
| Assistant professors | 502 | ... | 83,479 | 77,672 | 66,566 | 104,692 |
| Rank below assistant | 8 | ... | 78,886 | x | x | x |
| Rank below preceding | 175 | ... | 71,446 | 70,061 | 52,800 | 87,456 |
| Other teaching staff | 3 | ... | x | x | x | x |
| All ranks combined (including deans) | 1,995 | ... | x | x | x | x |
| Male | 1,409 | ... | x | x | x | x |
| Female | 586 | ... | x | x | x | x |
| Visiting staff | ... | ... | ... | ... | ... | ... |

2003-2004

**University of British Columbia**

Excluding Medical/Dental

| | Numbers | Excluded | Average | Median | Percentile 10th | Percentile 90th |
|---|---|---|---|---|---|---|
| Full professors | 554 | 10 | 120,830 | 115,172 | 99,429 | 149,622 |
| With senior administrative duties | 82 | 10 | 130,749 | 124,821 | 109,620 | 157,708 |
| Without senior administrative duties | 472 | ... | 119,107 | 112,958 | 98,804 | 147,907 |
| Associate professors | 388 | ... | 95,916 | 92,322 | 82,774 | 117,277 |
| With senior administrative duties | 15 | ... | 109,428 | 108,741 | 96,848 | 121,301 |
| Without senior administrative duties | 373 | ... | 95,373 | 91,909 | 82,774 | 116,796 |
| Assistant professors | 370 | ... | 81,141 | 77,409 | 69,354 | 100,824 |
| Rank below assistant | 6 | ... | 78,886 | x | x | x |
| Rank below preceding | 162 | ... | 71,341 | 69,162 | 53,332 | 88,306 |
| Other teaching staff | 1 | ... | x | x | x | x |
| All ranks combined (including deans) | 1,493 | ... | 99,529 | 96,141 | 71,285 | 133,178 |
| Male | 1,037 | ... | 104,273 | 101,341 | 73,945 | 138,402 |
| Female | 456 | ... | 88,741 | 83,923 | 65,000 | 116,468 |
| Visiting staff | ... | ... | ... | ... | ... | ... |

... Not applicable.

x Suppressed to meet the confidentiality requirements of the *Statistics Act*.

## Salaries of Full-time Teaching Staff at Canadian Universities and Colleges

### 2003-2004

### Simon Fraser University

| | Numbers | Excluded | Average | Median | Percentile 10th | Percentile 90th |
|---|---|---|---|---|---|---|
| Full professors | 261 | 12 | 112,995 | 111,670 | 97,092 | 130,683 |
| With senior administrative duties | 27 | 6 | 121,385 | 118,612 | 104,585 | 139,769 |
| Without senior administrative duties | 234 | 6 | 112,026 | 110,431 | 96,723 | 129,440 |
| Associate professors | 193 | 2 | 90,128 | 85,538 | 78,551 | 105,086 |
| With senior administrative duties | 22 | ... | 97,347 | 94,789 | 85,989 | 106,559 |
| Without senior administrative duties | 171 | 2 | 89,200 | 85,538 | 78,241 | 104,366 |
| Assistant professors | 160 | 1 | 75,197 | 72,594 | 59,649 | 94,188 |
| Rank below assistant | 5 | ... | x | x | x | x |
| Rank below preceding | 78 | ... | 71,548 | 72,943 | 59,649 | 77,572 |
| Other teaching staff | ... | ... | ... | ... | ... | ... |
| All ranks combined (including deans) | 703 | 9 | 93,164 | 90,400 | 66,619 | 118,612 |
| Male | 504 | 6 | 95,677 | 94,832 | 68,545 | 120,504 |
| Female | 199 | 3 | 86,799 | 84,874 | 65,441 | 109,370 |
| Visiting staff | ... | ... | ... | ... | ... | ... |

### 2003-2004

### University of Victoria

| | Numbers | Excluded | Average | Median | Percentile 10th | Percentile 90th |
|---|---|---|---|---|---|---|
| Full professors | 266 | 12 | 104,136 | 103,671 | 86,015 | 120,985 |
| With senior administrative duties | 22 | 9 | 106,488 | 102,696 | 94,800 | 121,106 |
| Without senior administrative duties | 244 | 3 | 103,924 | 103,671 | 85,772 | 120,300 |
| Associate professors | 210 | 2 | 82,908 | 80,588 | 71,073 | 98,414 |
| With senior administrative duties | 16 | 1 | 85,416 | 84,124 | 72,665 | 97,272 |
| Without senior administrative duties | 194 | 1 | 82,701 | 80,388 | 71,023 | 98,408 |
| Assistant professors | 145 | ... | 65,812 | 64,552 | 55,000 | 78,978 |
| Rank below assistant | 6 | 1 | 62,837 | x | x | x |
| Rank below preceding | 35 | ... | 62,819 | 63,817 | 54,119 | 71,372 |
| Other teaching staff | 22 | ... | 68,404 | 55,405 | 49,200 | 98,770 |
| All ranks combined (including deans) | 694 | 5 | 86,580 | 84,473 | 59,267 | 114,906 |
| Male | 443 | 4 | 91,774 | 91,962 | 62,602 | 118,392 |
| Female | 251 | 1 | 77,411 | 76,464 | 56,176 | 100,337 |
| Visiting staff | ... | ... | ... | ... | ... | ... |

... Not applicable.
x Suppressed to meet the confidentiality requirements of the *Statistics Act*.

## Salaries of Full-time Teaching Staff at Canadian Universities and Colleges

### 2003-2004

### Trinity Western University

| | Numbers | Excluded | Average | Median | Percentile 10th | Percentile 90th |
|---|---|---|---|---|---|---|
| Full professors | 18 | 8 | 69,277 | 69,336 | 64,052 | 73,434 |
| With senior administrative duties | 9 | 8 | 72,342 | x | x | x |
| Without senior administrative duties | 9 | ... | 66,211 | x | x | x |
| Associate professors | 34 | 2 | 63,047 | 62,277 | 54,280 | 74,718 |
| With senior administrative duties | 15 | 2 | 69,583 | 67,907 | 63,576 | 75,721 |
| Without senior administrative duties | 19 | ... | 57,887 | 58,400 | 50,564 | 61,772 |
| Assistant professors | 53 | 2 | 49,801 | 51,463 | 40,080 | 58,714 |
| Rank below assistant | 5 | ... | x | x | x | x |
| Rank below preceding | 10 | ... | 33,742 | 34,021 | 29,908 | 35,305 |
| Other teaching staff | ... | ... | ... | ... | ... | ... |
| All ranks combined (including deans) | 132 | ... | 57,050 | 57,195 | 34,894 | 75,407 |
| Male | 89 | ... | 60,667 | 60,006 | 39,830 | 76,146 |
| Female | 43 | ... | 49,565 | 51,463 | 32,740 | 65,022 |
| Visiting staff | ... | ... | ... | ... | ... | ... |

### 2003-2004

### University of Northern British Columbia

| | Numbers | Excluded | Average | Median | Percentile 10th | Percentile 90th |
|---|---|---|---|---|---|---|
| Full professors | 19 | 3 | 92,953 | 95,904 | 80,016 | 100,274 |
| With senior administrative duties | 6 | 3 | 97,649 | x | x | x |
| Without senior administrative duties | 13 | ... | 90,785 | 95,292 | 72,603 | 99,318 |
| Associate professors | 65 | 1 | 74,526 | 71,252 | 57,361 | 86,332 |
| With senior administrative duties | 13 | 1 | 79,504 | 74,336 | 70,722 | 87,013 |
| Without senior administrative duties | 52 | ... | 73,282 | 70,098 | 66,890 | 84,382 |
| Assistant professors | 62 | 2 | 62,153 | 58,174 | 55,480 | 68,382 |
| Rank below assistant | 13 | ... | 57,809 | 55,894 | 46,349 | 62,900 |
| Rank below preceding | ... | ... | ... | ... | ... | ... |
| Other teaching staff | ... | ... | ... | ... | ... | ... |
| All ranks combined (including deans) | 163 | 2 | 71,625 | 68,602 | 55,826 | 95,952 |
| Male | 108 | 1 | 74,523 | 69,982 | 56,093 | 98,482 |
| Female | 55 | 1 | 65,936 | 66,380 | 55,608 | 75,335 |
| Visiting staff | ... | ... | ... | ... | ... | ... |

... Not applicable.
x Suppressed to meet the confidentiality requirements of the *Statistics Act*.



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## Salary Scales for Teachers at Canadian Universities and Colleges, 2003-2004

| | Full professor | Associate professor | Assistant professor | Lecturer | Other ranks |
|---|---|---|---|---|---|
| **Memorial University of Newfoundland** | | | | | |
| Minimum | 71,741 | 59,693 | 50,657 | 44,633 | ... |
| Maximum | 115,415 | 92,825 | 64,211 | 52,163 | ... |
| Annual increment | 1,506 | 1,506 | 1,506 | 1,506 | ... |
| **University of Prince Edward Island**[1] | | | | | |
| Minimum | 65,091 | 52,887 | 40,682 | 34,580 | ... |
| Maximum | 84,821 | 77,552 | 58,439 | 44,445 | ... |
| Annual increment | 1,973 | 987-1,973 | 1,973 | 1,973 | ... |
| **Acadia University** | | | | | |
| Minimum | 73,124 | 58,970 | 47,756 | 37,357 | ... |
| Maximum | 109,009 | 82,285 | 67,364 | 51,409 | ... |
| Annual increment | [2] | [2] | [2] | [2] | ... |
| **Université Sainte-Anne – Collège de l'Acadie** | | | | | |
| Minimum | 60,162 | 48,346 | 38,007 | 33,576 | 29,145 |
| Maximum | 88,225 | 76,409 | 66,070 | 38,007 | 57,208 |
| Annual increment | 1,477 | 1,477 | 1,477 | 1,477 | 1,477 |
| **Saint Mary's University** | | | | | |
| Minimum | 78,255 | 60,114 | 49,066 | 42,732 | ... |
| Maximum | 107,031 | 85,059 | 63,407 | 47,017 | ... |
| Annual increment | ... | ... | ... | ... | ... |
| **St. Francis Xavier University** | | | | | |
| Minimum | 72,647 | 56,823 | 46,274 | 39,241 | ... |
| Maximum | 99,901 | 82,318 | 62,975 | 42,757 | ... |
| Annual increment | 1,758 | 1,758 | 1,758 | 1,758 | ... |
| **University College of Cape Breton** | | | | | |
| Minimum | 75,634 | 57,001 | 44,425 | 34,956 | ... |
| Maximum | 90,934 | 75,701 | 57,225 | 41,956 | ... |
| Annual increment | 1,700 | 1,700 | 1,600 | 1,400 | ... |
| **Nova Scotia College of Art and Design** | | | | | |
| Minimum | 68,143 | 57,620 | 42,794 | 38,668 | ... |
| Maximum | 98,198 | 84,335 | 64,501 | 47,017 | ... |
| Annual increment | 1,669 | 1,669 | 1,669 | 1,669 | ... |
| **Mount Saint Vincent University** | | | | | |
| Minimum | 74,112 | 57,956 | 47,001 | 40,525 | ... |
| Maximum | 96,701 | 80,545 | 60,902 | 47,476 | ... |
| Annual increment | 1,738 | 1,738 | 1,738 | 1,738 | ... |
| **Mount Allison University** | | | | | |
| Minimum | 75,026 | 57,528 | 47,807 | 40,808 | ... |
| Maximum | 106,132 | 90,579 | 75,026 | 57,528 | ... |
| Annual increment | 1,944 | 1,944 | 1,944 | 1,944 | ... |
| **St.Thomas University** | | | | | |
| Minimum | 77,202 | 60,046 | 47,787 | 42,887 | ... |
| Maximum | 104,401 | 87,491 | 70,330 | 58,075 | ... |
| Annual increment | 2,451 | 2,451 | 2,451 | 2,451 | ... |
| **Université de Sherbrooke** | | | | | |
| Minimum | 70,380 | 59,160 | 52,245 | 44,036 | ... |
| Maximum | 98,733 | 89,810 | 73,938 | 53,007 | ... |
| Annual increment | ... | ... | ... | ... | ... |

... Not applicable.

## Salary Scales for Teachers at Canadian Universities and Colleges, 2003-2004

| | Full professor | Associate professor | Assistant professor | Lecturer | Other ranks |
|---|---|---|---|---|---|
| **Bishop's University** | | | | | |
| Minimum | 77,865 | 61,917 | 48,314 | 38,932 | 48,314 |
| Maximum | 106,475 | 92,875 | 68,483 | 51,128 | 68,483 |
| Annual increment | ... | ... | ... | ... | ... |
| **McGill University** | | | | | |
| Minimum | 75,000 | 65,000 | 55,000 | 39,000 | ... |
| Maximum | ... | ... | ... | ... | ... |
| Annual increment | ... | ... | ... | ... | ... |
| **Université Laval** | | | | | |
| Minimum | 67,749 | 56,455 | 51,570 | 41,599 | ... |
| Maximum | 94,853 | 91,203 | 80,511 | 48,293 | ... |
| Annual increment | ... | ... | ... | ... | ... |
| **Concordia University** | | | | | |
| Minimum | 80,504 | 66,390 | 52,275 | 44,957 | 41,360 |
| Maximum | 117,619 | 97,755 | 66,390 | 49,662 | 42,928 |
| Annual increment | 1,045-1,568 | 522-1,568 | 1,568 | 1,568 | 1,568 |
| **Brock University** | | | | | |
| Minimum | 82,576 | 64,743 | 53,995 | 41,708 | ... |
| Maximum | ... | ... | ... | ... | ... |
| Annual increment | 6.93% | 6.93% | 6.93% | 6.93% | ... |
| **Carleton University** | | | | | |
| Minimum | 78,510 | 59,480 | 47,580 | 38,070 | 51,590 |
| Maximum | 118,350 | 113,950 | 78,530 | 61,870 | 95,510 |
| Annual increment | 5.0% | 5.0% | 5.0% | 5.0% | 5.0% |
| **Lakehead University** | | | | | |
| Minimum | 72,500 | 57,685 | 46,000 | 38,965 | ... |
| Maximum | 112,700 | 101,200 | 70,550 | 56,140 | ... |
| Annual increment | 3% | 3% | 3% | 3% | ... |
| **University of Guelph** | | | | | |
| Minimum | 74,606 | 59,685 | 45,216 | 42,955 | ... |
| Maximum | ... | ... | ... | ... | ... |
| Annual increment | ... | ... | ... | ... | ... |
| **Laurentian University** | | | | | |
| Minimum | 76,491 | 60,751 | 48,840 | 39,373 | 31,647 |
| Maximum | ... | ... | ... | ... | ... |
| Annual increment | 2,300 | 2,150 | 1,850 | 1,700 | 1,500 |
| **McMaster University** | | | | | |
| Minimum | 78,764 | 62,215 | 48,129 | 38,850 | ... |
| Maximum | ... | ... | ... | ... | ... |
| Annual increment | ... | ... | ... | ... | ... |
| **Université Saint-Paul** | | | | | |
| Minimum | 63,022 | 53,947 | 46,021 | 38,377 | ... |
| Maximum | 81,022 | 68,947 | 55,021 | 45,877 | ... |
| Annual increment | 1,500 | 1,500 | 1,500 | 1,500 | ... |
| **Queen's University** | | | | | |
| Minimum | 66,994 | 53,062 | 50,371 | ... | ... |
| Maximum | ... | ... | ... | ... | ... |
| Annual increment | ... | ... | ... | ... | ... |

... Not applicable.

## Salary Scales for Teachers at Canadian Universities and Colleges, 2003-2004

| | Full professor | Associate professor | Assistant professor | Lecturer | Other ranks |
|---|---|---|---|---|---|
| **Trent University** | | | | | |
| Minimum | 86,017 | 68,017 | 52,636 | 43,158 | ... |
| Maximum | 127,786 | 109,885 | 88,006 | 70,308 | ... |
| Annual increment | 1,989 | 2,292 | 2,616 | 2,292 | ... |
| **University of Waterloo** | | | | | |
| Minimum | 80,220 | 62,516 | 49,791 | ... | ... |
| Maximum | ... | ... | ... | ... | ... |
| Annual increment | ... | ... | ... | ... | ... |
| **University of Ottawa** | | | | | |
| Minimum | 71,097 | 59,216 | 49,330 | 42,365 | ... |
| Maximum | 119,297 | 100,418 | 74,141 | 54,404 | ... |
| Annual increment | ... | ... | ... | ... | ... |
| **University of Toronto** | | | | | |
| Minimum | 71,200 | 53,200 | 43,400 | 50,400 | ... |
| Maximum | ... | ... | 73,800 | ... | ... |
| Annual increment | ... | ... | ... | ... | ... |
| **Huron University College** | | | | | |
| Minimum | 66,471 | 56,343 | 46,200 | 35,800 | ... |
| Maximum | ... | ... | ... | ... | ... |
| Annual increment | ... | ... | ... | ... | ... |
| **York University** | | | | | |
| Minimum | 74,565 | 58,200 | 48,535 | 40,755 | ... |
| Maximum | ... | ... | ... | ... | ... |
| Annual increment | ... | ... | ... | ... | ... |
| **Nipissing University** | | | | | |
| Minimum | 84,279 | 69,440 | 53,688 | 41,304 | 36,349 |
| Maximum | 116,735 | 96,124 | 76,639 | 57,581 | 46,751 |
| Annual increment | 2,663 | 2,182 | 2,041 | 1,753 | 1,486 |
| **Wilfrid Laurier University** | | | | | |
| Minimum | 74,431 | 60,572 | 47,104 | 37,320 | ... |
| Maximum | ... | ... | ... | ... | ... |
| Annual increment | 2.4% | 2.4% | 2.4% | 2.4% | ... |
| **Ryerson University** | | | | | |
| Minimum | 69,504 | 59,100 | 48,696 | ... | ... |
| Maximum | ... | 117,000 | 82,038 | ... | ... |
| Annual increment | [2] | [2] | [2] | [2] | [2] |
| **Brandon University** | | | | | |
| Minimum | 76,396 | 61,116 | 46,619 | 39,232 | 35,471 |
| Maximum | 106,518 | 87,983 | 67,651 | 49,869 | 45,048 |
| Annual increment | 2,510 | 2,067 | 1,618 | 1,182 | 1,064 |
| **University of Winnipeg** | | | | | |
| Minimum | 73,458 | 60,149 | 49,196 | 38,140 | 50,550 |
| Maximum | 104,708 | 85,149 | 65,196 | 51,140 | 64,950 |
| Annual increment | 1,250-2,500 | 1,000-2,000 | 1,600 | 1,300 | 1,600 |
| **University of Regina** | | | | | |
| Minimum | 74,873 | 58,705 | 47,922 | 38,223 | 43,363 |
| Maximum | ... | 87,474 | 72,594 | 55,215 | 65,572 |
| Annual increment | 2,373 | 2,213 | 2,056 | 1,416 | 2,019 |

... Not applicable.

## Salary Scales for Teachers at Canadian Universities and Colleges, 2003-2004

| | Full professor | Associate professor | Assistant professor | Lecturer | Other ranks |
|---|---|---|---|---|---|
| **Concordia University College of Alberta** | | | | | |
| Minimum | 64,957 | 53,885 | 44,080 | ... | ... |
| Maximum | 87,632 | 81,632 | 77,313 | ... | ... |
| Annual increment | 1,080 | 1,080 | 1,080 | ... | ... |
| **University of Alberta** | | | | | |
| Minimum | 76,092 | 61,130 | 49,188 | ... | ... |
| Maximum | ... | 87,434 | 69,660[3] | ... | ... |
| Annual increment | 1,706-2,578 | 2,192 | 1,706 | ... | ... |
| **Augustana University College** | | | | | |
| Minimum | 56,713 | 45,832 | 37,366 | 32,204 | ... |
| Maximum | 77,271 | 65,178 | 53,087 | 53,087 | ... |
| Annual increment | 605-1,209 | 1,209 | 1,209 | 988-1,209 | ... |
| **Simon Fraser University** | | | | | |
| Minimum | 82,883 | 61,973 | 50,357 | 45,710 | 61,973 |
| Maximum | 114,415 | 85,539 | 73,922 | 50,357 | 77,573 |
| Annual increment | ... | ... | ... | ... | ... |
| **University of Northern British Columbia**[1] | | | | | |
| Minimum | 79,242 | 65,078 | 53,196 | 45,276 | 32,643 |
| Maximum | ... | 88,409 | 70,417 | 57,497 | 42,436 |
| Annual increment | 1,111-2,222 | 555-2,222 | 555-2,222 | 555-2,222 | ... |

... Not applicable.
1. Scales are not final.
2. Scales vary.
3. The maximum does not apply to assistant professors on probation.



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# Culture, Tourism and the Centre for Education Statistics

## Research Papers

### Cumulative Index

Statistics Canada's **Division of Culture, Tourism and the Centre for Education Statistics** develops surveys, provides statistics and conducts research and analysis relevant to current issues in its three areas of responsibility.

The **Culture Statistics Program** creates and disseminates timely and comprehensive information on the culture sector in Canada. The program manages a dozen regular census surveys and databanks to produce data that support policy decision and program management requirements. Issues include the economic impact of culture, the consumption of culture goods and services, government, personal and corporate spending on culture, the culture labour market, and international trade of culture goods and services. Its analytical output appears in the flagship publication *Focus on Culture* (www.statcan.ca/english/IPS/Data/87-004-XIE.htm) and in *Arts, culture and recreation – Research papers*.

The **Tourism Statistics Program** provides information on domestic and international tourism. The program covers the Canadian Travel Survey and the International Travel Survey. Together, these surveys shed light on the volume and characteristics of trips and travellers to, from and within Canada. Its analytical output appears in the flagship publication *Travel-log* (www.statcan.ca/english/IPS/Data/87-003-XIE.htm) and in *Travel and tourism – Research papers*.

The **Centre for Education Statistics** develops and delivers a comprehensive program of pan-Canadian education statistics and analysis in order to support policy decisions and program management, and to ensure that accurate and relevant information concerning education is available to the Canadian public and to other educational stakeholders. The Centre conducts fifteen institutional and over ten household education surveys. Its analytical output appears in the flagship publication *Education quarterly review* (www.statcan.ca/english/IPS/Data/81-003-XIE.htm), in various monographs and in *Education, skills and learning – Research papers* (www.statcan.ca/english/IPS/Data/81-595-MIE.htm).

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| 81-595-MIE2005028 | Canadian School Libraries and Teacher-Librarians: Results from the 2003/04 Information and Communications Technologies in Schools Survey |
| 81-595-MIE2005029 | Manitoba postsecondary graduates from the Class of 2000 : how did they fare? |
| 81-595-MIE2005030 | Salaries and salary scales of full-time teaching staff at Canadian universities, 2004-2005: preliminary report |
| 81-595-MIE2005031 | Salaries and salary scales of full-time teaching staff at Canadian universities, 2003-2004: final report |